

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE CITY OF NASHUA, NH

AND

U.A.W. LOCAL 2232

CLERICAL AND TECHNICAL UNIT

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Article 1
Agreement

AGREEMENT, made and entered into as of the _____ day of _____, 2014, by and between The City of Nashua, New Hampshire (hereinafter called the "City") and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and its Local # 2232, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), Clerical and Technical Unit, (hereinafter called the "Union").

Article 2
Recognition

The City hereby recognizes the Union as the sole and exclusive representative of the clerical and technical employees as certified by the PELRB of New Hampshire as per Appendix A.

The City agrees that it will not discriminate against, intimidate, or coerce any employee in the exercise of their rights to bargain collectively through the Union on account of membership in or activities on behalf of the Union. The City agrees that it will deal with the Union for the purposes of bargaining with respect to wages, hours of duty and working conditions of members of the Bargaining Unit.

Should there be a dispute between an employee and the Union over the matter of an employee's Union membership, the Union agrees to hold the City harmless in any such dispute.

Article 3
Discrimination

It is agreed that the City will not discriminate on the basis of sex, race, color, national origin, religion, lawful political or employee's organization affiliation, age, marital status, sexual preference, or non-disqualifying disability, or on any basis prohibited by law.

Article 4
Union Dues

An employee, who is a member of the Union, may execute a written authorization providing that a portion of their salary representing monthly dues be withheld weekly and forwarded to the Union. Upon receiving a properly executed Authorization and Assignment Form from an employee, the Local 2232 shall notify the Human Resources/Payroll Department to deduct from salary due, the amount authorized, and a copy of said form acceptable to Human Resources Department shall be furnished thereto in advance of said deduction. A copy of said form is attached as Appendix B.

Each month, a check for the amount of all dues deducted, along with a current list of members from whose salary dues deductions have been made, shall be transmitted to the Treasurer of the Union.

An employee who executes such authorization form shall continue to have such deductions made from their salary during the term the Agreement or until the Human Resource/Payroll Department, with a copy to the Union, are notified that the Authorization and Assessment Form is being revoked, and the employee thus redraws the authority for the deduction of dues. Dues deductions shall be made without cost to the employee or the Union.

Dues deductions shall be subordinate to deductions required by law and other deductions. No deductions shall be made if an employee has insufficient salary in any pay period. The City of Nashua shall not be responsible for deducting any arrearage in dues owed to the Union by a member, or any special or other assessment by the Union, with the exception of the deduction of initiations fees if expressly authorized on the form noted above.

Deductions shall automatically terminate upon the occurrence of any of the following events:

1. Termination of employment;
2. Transfer out of the bargaining unit;
3. Lay-off;
4. Revocation by the employee of Dues Authorization.

The Unit shall indemnify and save harmless The City of Nashua in and on account of any and all claims, suits and damages arising out of, or in relation to, such dues deductions.

Article 4A **Agency Fee**

An employee who elects not to pay Union Dues shall pay an agency fee for services rendered by the Union commensurate with the employee's fair share apportionment for the cost of collective bargaining, contract administration, and grievance adjustment. The City agrees to collect agency fees in the same method and manner as the collection of Union dues.

Union Fees – Grievances

Some employees' positions are subject to the terms and conditions of this agreement by virtue of inclusion in this bargaining unit although the employees have chosen not to join the union or pay agency fees. In the event that such an employee wishes to file and/or appeal a grievance under the terms of this agreement, the Union will represent such employee upon request in exchange for the following fee:

Grievance Procedure Through Step:	Fee:
1	\$ 50.00

2	\$ 150.00
3	\$ 300.00
4	\$ 400.00 (where applicable)
5	\$2,000.00 (plus arbitrator and filing fees, lost time of witnesses, travel expenses, and other costs, etc.)

All fees are to be paid up front for the above named services.

Article 5 Employee Rights

It is agreed that neither the City nor its Departments will:

- A. Dominate or interfere in the formation and administration of the Union;
- B. Discriminate in the hire, tenure, or the terms and conditions of employment of employees or potential employees, for the purpose of encouraging or discouraging membership in the Union;
- C. Discharge, suspend, discipline, or otherwise discriminate against any employee because the employee has filed a complaint, affidavit, or petition, or given information or testimony on a grievance, as set forth in RSA 273-A;
- D. Restrain, coerce, or otherwise interfere with the Union in the exercise of rights granted by statute.

It is the intention of all the parties that this article provides that the Union shall enjoy all the rights secured by RSA 273-A.

Article 6 Management Rights

Except as otherwise provided for in this agreement, the City of Nashua, its respective Boards or Commissions and officers, shall have, whether exercised or not, all the rights, powers, and authority vested in it by virtue of the Statutes of the State of New Hampshire and the Nashua City Charter and Ordinances, now or hereinafter enacted including, but not limited to, the rights to:

- A. Control the management and administration of the City of Nashua;
- B. Hire, promote from within, transfer, assign, retain, layoff, and direct employees within the City of Nashua;

- C. Suspend, demote, discharge and take other disciplinary actions against employees for just cause;
- D. Issue, modify, and enforce Rules and Regulations which do not expressly violate the terms of this Agreement.
- E. Determine the methods, means, and personnel by which the City of Nashua's operation is to be conducted, as well as to determine those operations and to assign duties, hours, and responsibilities to its employees accordingly;
- F. Exercise control and discretion over the City of Nashua, its organization, and the technology or lack thereof of performing its work;
- G. Determine the standards of selection for employment and the standards of service to be offered by the City of Nashua;
- H. Assign Union employees to work in any job classification as needed, in the judgment of the appropriate supervisor or manager.
- I. Exercise managerial policy, as set forth in RSA 273-A;
- J. Schedule the hours and days of work whether for emergency purposes or not.

The foregoing Management rights are set out for purposes of illustration and not limitation; the City of Nashua retains all such rights, powers, and authority, whether exercised or not, conferred upon it by law.

Article 7

Strikes and Work Stoppages

The Union shall not instigate, sponsor, or encourage any activity or action in contravention of the provisions or intent of the Agreement.

No employee shall, alone or in concert, engage in, initiate, sponsor, support or direct a strike, work stoppage, or refuse in the course of employment to perform assigned duties; or withhold, curtail or restrict services or otherwise interfere with the operations of the City of Nashua or encourage others to do so; or engage, or participate in any other form of job action.

Article 8

Work Week and Work Schedule

- A. The work week shall consist of seven (7) consecutive twenty-four (24) hour periods and shall stay consistent with current practice.

- B. The normal work schedule shall consist of five (5) consecutive eight (8) hour work days.
- C. Employees engaged in continuous operations such as BPW, and other jobs where employees are ordered on call at any hour of the day, shall have regular working hours and regular work weeks to suit specific jobs in these continuous operations as practiced as of the date of execution.
- D. The City may establish working hours for jobs having other than normal requirements.
- E. Any change in the regular work schedule hours shall be the subject of discussions between the Union and the City before being implemented. This subsection shall not be construed to reduce or impair managements authority pursuant to the article entitled "Management Rights" supra.

Article 9

Overtime

Overtime may be required of all employees. Compensation therefore shall be paid as required by the Fair Labor Standard Act and other pertinent law. Nonexempt employees called in from home to work shall receive a minimum of three (3) hours pay therefore at the applicable rate. Employees who are "on call" or subject to the provisions of a written procedure established by management requiring periodic work outside their regularly scheduled hours shall be paid any additional pay provided for in such procedures. Inspectors in the Community Development Division shall receive a minimum of three (3) hours pay at the applicable rate for scheduled work on Saturday or Sunday or between the hours of 9:00 p.m. and 5 a.m.

For any employee in the Public Works Division, time and one half the employee's regular hourly pay shall be paid for work assigned and performed in excess of eight (8) hours in a work day, or in excess of forty (40) hours in a work week. Paid Earned Time, paid holidays, military active duty for training, jury duty, bereavement leave, or other excusable reasons of similar urgency, shall be considered as time worked for the purpose of computing overtime pay.

When Park Department foremen go on permanent night shift assignment, all overtime for these employees in the Park Department will be based on the premium rate of pay (base pay plus shift differential) for all overtime work performed.

Overtime shall be allocated within a department on a rotating basis starting with the most senior qualified employee. The next round of overtime shall begin with the next senior employee not previously contacted for overtime. Once the list is at the bottom (least senior employee) the list will start again with the most senior. All qualified bargaining unit members in the division shall be offered overtime before members of other units.

Notwithstanding the foregoing, overtime in emergency situations shall be assigned as determined by management in order to best address the emergency. In this event, employees required to work overtime for the emergency will be skipped over the next time they would be eligible for non-emergency overtime.

For the purposes of this section, seniority shall be calculated on the same basis as Job Posting/Lay-offs and Recall.

The City and the Union will jointly maintain an updated overtime rotation list. The Union will provide the City with any changes in contact information. These changes will be made to the list as soon as they are received from the Union. Any errors in allocating overtime will be corrected immediately by placing the missed individual at the top of the overtime list and giving him or her the next overtime opportunity. This subsequent opportunity will be offered for the same number of hours as the missed opportunity. The employee's original position on the overtime list will not change with this action. Corrections of errors in allocating overtime shall be handled in this manner not more than once per individual employee per fiscal year.

Employees who agree to be "on call" shall be compensated one (1) hour of overtime rate (time and a half) per day. The employee will be issued a pager or cell phone and respond to it if paged or called.

Overtime opportunities for street foremen shall be as follows:

- List A: Street Foremen
- List B: Other Street Department Foremen
- List C: Other qualified UAW employees in the Street Department
- List D: Park Department Foremen
- List E: All other qualified UAW employees

Snow overtime opportunities for street foremen shall be as follows:

- List A: Street Foremen
- List B: Other Street Department Foremen
- List C: Other Snow Route Foremen, not in the Street Department
- List D: Other qualified UAW employees in the Street Department
- List E: Park Department Foremen
- List F: All other qualified UAW employees

In the event that no one volunteers for duties relative to snow operations, any new UAW employee hired or promoted on or after June 2, 2003 is required to be available for snow-related overtime and will be assigned by reverse seniority on a rotating basis.

Anyone who is on Earned Time Leave or who is under medical restrictions or who has reasonable justification for not being available shall not be required to accept overtime assignments.

The City shall provide the Union with the qualifications necessary to assume, on a temporary basis, the duties of a snow route foreman, and once an employee has been determined to have these qualifications, the employee shall be included in List F.

The City shall provide any necessary training to allow employees to become qualified for these snow operations.

Article 10

Seniority

Seniority shall be defined as the continuous length of service with the City of Nashua. For the purpose of Lay-offs, Recall and Job Postings seniority shall be in accordance with the following:

Three points [3] shall be awarded for each completed year an employee works in a specific department.

Two points [2] shall be awarded for each completed year an employee works in a specific division, and out of the department.

One point [1] shall be awarded for each completed year an employee works for the City and out of the division, and out of the department.

Seniority shall be based on the total number of points an employee has accumulated.

For an example an employee with eleven years with the City in continuous service, and as follows:

department	division	city
5	3	3

would have 24 points $[5 \times 3 + 3 \times 2 + 3 \times 1]$.

The City shall furnish the Union Chairperson with an up-to-date Seniority List on a monthly basis. The City will also furnish the names of all new hires, promotions, layoffs and terminations on a weekly basis.

Seniority shall be broken for the following reasons:

- a) If the employee quits or retires.
- b) If the employee is discharged for just cause.
- c) If the employee is laid off for a period of time greater than two (2) years.

Until an employee has served the probationary period, the employee has no seniority status and may be discharged or laid off without cause. Upon successful completion of the probationary period, seniority will accrue retroactively to the date of hire.

The employee shall accumulate seniority while on an authorized leave of absence.

Article 11

Grievance Procedure

In the event that differences arise with respect to any provision of this Agreement, an earnest effort shall be made to settle such differences promptly in the following order and manner:

Step I An employee shall present an oral grievance with or without the assistance of the Union to the employee's immediate supervisor. The supervisor shall respond to the grievance within five (5) working days. If the grievance is not settled at this step, the grievance may proceed to the next step. The employee will be paid at the employee's regular rate of pay for time spent presenting the oral grievance, if during work hours. Any resolution of the grievance shall not be inconsistent with the terms of this agreement. The Union shall be notified of the resolution of the grievance.

Step II The grievance shall be set forth in writing on the form as provided in Appendix C.

The grievance must be signed by the aggrieved employee and Union Representative, and presented to the employee's Department Head within five (5) working days after receipt of the supervisor's decision in step I.

The Department Head will be given five (5) working days after the receipt of the grievance to have a meeting with the aggrieved party and communicate a decision in writing to the Union. If the grievance is not settled to the satisfaction of the employee and the Union, or if no reply is communicated after the five (5) working days, the grievance may proceed to Step III.

The city and the union may agree to proceed directly from Step I to Step III in an effort to expedite the grievance process.

Step III The Union will inform the Division Director and Human Resources Manager of the grievance, in writing and within five (5) working days of the Department Head's decision or lack thereof. The Union shall provide the Division Director and Human Resources Manager with copies of all prior communications. The Division Director and/or the Human Resources Manager will be given ten (10) working days to jointly meet with the union representative and aggrieved employee and communicate a written decision to the Union.

If the grievance is not settled to the satisfaction of the employee and the Union, or if no reply has been communicated after the ten (10) working days, the grievance may proceed to Step IV for positions governed by an established Board of Commissioners (Fire, BPW, etc.) and to Step V for all others.

Step IV The Union will inform the Board of Commissioners of the grievance, in writing and within five (5) working days of the Division Director's decision or lack thereof. The Union shall provide the Board with copies of all prior communications. The Board of Commissioners will be given twenty (20) working days to meet with the

union representative, with or without the aggrieved party, and communicate a written decision to the Union. If the grievance is not settled to the satisfaction of the employee and the Union, or if no reply has been communicated after the twenty (20) working days, the grievance may proceed to Step V.

Step V Within twenty (20) working days of the Division Director's and/or Human Resources Manager's, or applicable Board of Commissioners decision, or expiration of the decision period, the Union will have the option of submitting the grievance to arbitration. The Union shall inform the Human Resources Manager in writing of its decision to arbitrate.

The choice of Arbitrator shall be by agreement of the two parties. However, if no such agreement has been reached within ten (10) working days notice of intent to arbitrate, the grievance may be referred to the Public Employee Labor Relations Board for the selection of the arbitrator in accordance with the procedures then obtaining. All decisions of the arbitrator shall be binding. The arbitrator shall have no authority to award a monetary remedy hereunder other than for lost compensation which would have been otherwise received pursuant to the terms of this agreement.

The operation of this grievance and arbitration agreement shall be subject to the provisions of Chapter 542 of the New Hampshire Revised Statutes Annotated.

Time Limitations

The city and the union may waive steps or extend the time for any action stated above by mutual consent in writing, but all the steps of this procedure shall be handled as expeditiously as possible with a view to promoting and maintaining harmony. Request of either party for extensions of time shall not be unreasonably denied.

Failure at any step of this procedure by the City to communicate a decision in writing on a grievance within the time specified shall permit an appeal of the grievance to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at the step.

No grievance will be considered unless it is presented in Step I within 15 days of the date that the employee and/or union became aware that a contract violation may have occurred.

Right to Withdraw

The aggrieved party has the right to withdraw the grievance at any time during the proceedings.

Union Representation

The City will allow the grievated party reasonable time to meet with Union representatives for the purpose of discussing and presenting the grievance. Whenever possible, the Union representative will notify their immediate supervisor when they are meeting with the grievated party.

Fees

The fees and expenses charged by the arbitrator shall be shared equally by the City and the Union.

Mediation

Grievance Mediation may take place, at no cost to either party, in the grievance procedure at any time if agreed by both parties. Either party may submit a request to the other requesting Grievance Mediation. The parties may use any mediator or service, including the Federal Mediation and Conciliation Service or may agree to mediate without a third party.

Article 12**Job Posting/Lay-Offs/Recall**

Each position shall be defined by a Job Description. All Job Descriptions shall be reviewed and evaluated and assigned a grade. The Union shall have input in the Job Description process and shall be notified when any Job Description is being created, under review, being reevaluated or has been requested to be reevaluated.

Effective upon the ratification of this agreement, the City and the Union agree to meet and discuss the criteria for use in determining upgrades for positions and the procedures by which employees may request to have their Job Descriptions reviewed for possible upgrade.

Eligibility: All vacancies in positions within the bargaining unit will be subject to the posting procedures specified in this Article. When filling vacancies for positions covered by this Agreement, current regular full-time and part-time UAW bargaining unit employees who have completed their probationary period are eligible to apply for a vacant position.

General Posting Policy:

Internal Postings - A notice of position vacancy shall be communicated to all UAW bargaining unit employees. The notice of position vacancy will be distributed to every department and posted on the City's bulletin boards for five (5) working days to allow qualified eligible employees to apply. The notices will include information on job title, grade, salary/hourly rate, department, Union Affiliation, brief description of the job content, and position qualifications. If after the posting of the notice, no qualified employee has applied, the notice of vacancy shall be posted externally in accordance with the Human Resource Department requirements.

Within 60 days of a permanent opening, the City shall either post the position and fill it as stated above or eliminate the position with such notice to the Union. The City can request an extension of time to fill an opening, which will not be unreasonably denied by the Union.

The settlement agreement concerning job postings Dated July 25, 2005 is incorporated into this agreement as follows:

1. The UAW agrees that internal job postings of supervisory or administrative positions in UAW-represented bargaining units will be first communicated to all UAW and AFSCME bargaining unit employees. The job postings will be distributed to every department and posted

on the City's bulletin boards for five working days to allow qualified eligible employees to apply. If after the posting of the notice, no qualified employee has applied, the job posting shall be posted externally in accordance with Human Resource Department requirements.

It is understood that under AFSCME's collective bargaining agreement with regard to promotions to supervisory or administrative positions, the language in its 2002-2006 agreement and any successor agreement shall continue to limit AFSCME to grieving only issues of City notice and consideration for the posting and not the City's employee selection.

It is further understood that under UAW's collective bargaining agreement with regard to Article 12, Job Posting / Lay-Offs / Recall, the language in any successor agreement shall incorporate the understanding set forth in this paragraph and no further negotiation shall be required of the UAW by the City on internal postings.

2, [Omitted intentionally.]

3. The City agrees that with regard to vacant or newly created merit positions, a notice of position vacancy shall be communicated to all merit and UAW bargaining unit employees before notice is communicated to other City or external candidates. Such first notice shall be distributed to every department and posted on the City's bulletin boards for five working days to allow qualified eligible UAW bargaining unit employees to apply. If after the posting of the notice no qualified UAW bargaining unit member has applied, the notice of vacancy shall be posted externally in accordance with the Human Resource Department requirements.

Selection of qualified candidate:

The hiring manager shall make the final decision when filling the position; however, the guidelines for filling any open position prior to commencing work are based upon the employee's ability, qualifications, experience, background check, and/or a driving record check and the ability to successfully pass a physical examination, if required for the vacant position. The best qualified candidate shall be selected. Where qualifications between applicants are relatively equal, seniority as calculated in Article 10 will be used to award the position.

The notice for vacant positions shall not be posted, externally, until all internal applications have been reviewed and/or interviewed.

Each new employee shall receive a copy of the current Collective Bargaining Agreement covering the position (via electronic copy if appropriate) and be permitted reasonable time to meet with a Union representative. The city shall notify the union on or before the hiring date of any new UAW employee so that the union may send a representative to meet with the employee at the time of hire.

The City shall notify the Union (via email if appropriate) of each new employee as they are hired, including the employee's name, address, position title, department, and work location within five (5) business days of their employment with the City.

Promotional Opportunities:

A promotional employee shall have a performance evaluation completed at least once during the probationary period. Should the promotional employee's performance be unsatisfactory, or should the promotional employee find the job unsatisfactory anytime during the promotional probationary period, the promotional employee shall be entitled to return to the position from which promoted within thirty (30) days of the promotion, unless extended for an additional thirty (30) days by management.

Probationary Period:

The probationary period for all new hires will be at least ninety (90) calendar days and may be extended by management in order to provide the employee additional time to be successful. In no case will the probationary period be more than 180 days. For promotional employees, the probationary period is 30 calendar days, unless extended as above.

Rate of Pay:

Persons appointed to positions for the first time shall be paid an amount within the established range for the position. All promotional probationary employees are eligible for any and all overtime opportunities.

Lay-Off Provision:

Management reserves the right to lay-off employees as deemed necessary to conduct its operations. In the event of layoff management will give 30 days written notice to affected employees. When making layoff decisions, such factors as job performance, absenteeism record, and workload of personnel will be considered. If management finds all factors to be reasonably equal for the employees subject to layoff, then reverse seniority shall be utilized in making the layoff decision. In cases where an employee has five (5) or more years of seniority, the employee shall be eligible to bump the least senior employee remaining in a position class series in his/her department for which he/she is qualified, if any. In the event that there is no one available to bump in the department, the employee may exercise the same bumping rights in their division.

Recall Provision:

Laid off employees shall be eligible for recall for a period of two (2) years from the date of layoff. A laid off employee shall be given preference for any position which he/she may be qualified during said period. Recalled employees must be qualified for the position to which recalled. The Human Resource Department shall send notices of other position vacancies to all employees eligible for recall to their last known address.

Article 13**Distribution of this Agreement**

Upon final execution of this Agreement, the City shall print and distribute or distribute via email an initial copy of this Agreement to all unit members in the employ of the City as of the execution date. The Union shall be responsible for distributing a copy of the Agreement to all unit members hired after the date of execution.

Article 14

Holidays

Employees covered under this agreement shall receive straight time wages and not be required to work on the following holidays, except as otherwise provided in this article:

New Years
Martin Luther King, Jr. Day
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Christmas
Presidential Election Day [every four years]
Presidents' Day

In addition to the above days, two (2) holidays shall be determined by the Mayor in January of each year.

Employees working in the Public Works Division shall have the same holidays as those specified in Article 15A of the collective bargaining agreement between the Board of Public Works of the City of Nashua and Local 365 of the American Federation of State, County and Municipal Employees, AFL-CIO, provided that the total number of holidays shall be no less than holidays listed above.

Employees required to work a holiday shall receive one and one half (1.5) their usual straight time rate of pay for hours worked. In addition they shall receive holiday pay unless, prior to submission of the weekly payroll, the employee requests in writing to take the holiday time off on a scheduled work day satisfactory to management, within three (3) months from the date of the holiday.

When a holiday occurs during scheduled time off, the holiday shall be paid at straight time and the employee will not be charged with earned time for that day.

If a holiday falls on a Saturday and is observed on a Friday, said Friday shall be a paid holiday. If a holiday falls on a Sunday, and is observed on a Monday, said Monday shall be a paid holiday.

Article 15

Unpaid Leaves

A leave of absence is an unpaid, excused absence approved in advanced by the employees immediate supervisor, department head, division director and the Human Resource Department. Employees on a leave of absence shall receive no pay from the City.

Request for leave of absence shall be documented for approval on a personnel action form. The

City shall have no obligation to grant unpaid leave of absences, but will endeavor to do so where reasonable and consistent with its operational needs.

Failure on the part of an employee on a leave of absence to report at its expiration, shall be cause for termination of employment.

An employee on a leave of absence should not accept employment or conduct a business unless the activity was previously approved by the Human Resource Department.

Employees who are absent because of non-occupational illness or disability may be granted unpaid leave of absence after the expiration of all benefits, earned time and sick pool leave to which the employee is entitled.

Employees shall not be entitled to bereavement leave pay or holiday pay while on an unpaid leave of absence.

Earned time benefits will not accrue for the employee on an unpaid leave.

Payment of Health, Dental and Life Insurance Benefits While on Unpaid Leaves

During a leave of absence for personal illness, the City will continue to pay its portion of health, dental and life insurance premiums, for up to six (6) months. The employee will continue to pay their portion of the premiums during that period, and thereafter shall pay 100% of the cost to continue coverage.

Payment of group insurance premiums during a leave of absence must be arranged in advance with the Human Resource Department and the Risk Management Department.

Article 16

Bereavement Leave

The City permits absence from scheduled work with pay necessitated by death in your immediate family, up to a maximum of three (3) regularly scheduled workdays at their straight time rate of pay per occurrence.

The immediate family includes the employee's spouse or domestic partner and the following relatives of the employee, employee's spouse or employee's domestic partner: children, step-children, brother, step-brother, sister, step-sister, parents, step-parents, grandparents, grandchildren, daughter-in-law, son-in-law. The term child includes the loss of the fetus after the second trimester of the pregnancy.

The City permits absence from scheduled work with pay necessitated by death of an employee or employee's spouse's or domestic partner's aunt or uncle, niece or nephew or the loss of a fetus after the first trimester of the pregnancy, for one (1) regularly scheduled workday at their straight

time rate of pay per occurrence.

Employees may be required to submit official notice or medical verification to substantiate the bereavement leave request.

Employees on a scheduled leave of absence are not eligible for bereavement leave pay.

In the event the death for which leave is taken occurs during use of Earned Time, in accordance with Article 41, and the employee desires to take bereavement leave during that period of the usage of Earned Time, the bereavement time taken during the use of Earned Time shall not be charged against the employee's Earned Time accruals.

Article 17

[Deleted]

Article 18

Jury Duty Pay

All persons covered under this agreement which are called upon to serve as a juror will be paid the difference between the fee received for such service and the amount of straight time earnings lost due to the jury duty.

Article 19

Workers' Compensation

Workers' compensation shall be provided by the City with coverage as specified in legislation of the State of New Hampshire.

In the event an employee is injured on the job and is collecting workers' compensation, the City agrees to:

- 1 - pay the employee each week, the payment will include the difference between the amount they are paid under Worker's Compensation and the amount of the employee's pay for their regularly scheduled work week as in effect at the time of the injury.
- 2 - make such supplemental payments for as long as the employee is disabled, but in no case longer than six (6) months from the date of injury.
- 3 - continue to accumulate all benefits [earned time] during the period in which the employee is out on Workers' Compensation, up to six (6) months from the date of injury.

An employee injured while on the job and absent because of such injury shall be paid by the City for the full day which the injury occurred.

Article 20

Tuition Reimbursement

The City shall continue to maintain the existing "tuition account" as a combined account for Professional and Clerical/Technical employees covered under their respective collective bargaining agreements with UAW Local 2232. Funds that are not used in any year will remain available in subsequent years until spent. Tuition reimbursement will be available to employees who are laid-off but have received approval for and commenced taking a course prior to their layoff. The tuition monies will be administered by the Human Resource Department. Funds will be disbursed on a first come, first served basis.

On July 1, 2014, July 1, 2015, and July 1, 2016, the City shall contribute the sum of ten thousand dollars (\$10,000.00) to the above-described "tuition account".

In addition, if on June 30, 2015, 2016, or 2017, there are no remaining funds in the tuition account and there are Professional or Clerical/Technical employees who have not received any funding from the tuition account in that fiscal year, and who are eligible for reimbursement for work-related courses, degrees, or certificate programs, then each fiscal year the City shall pay up to three thousand dollars (\$3,000.00) for said reimbursement.

Reimbursement is as follows:

Seventy five percent (75%) for courses taken in a work related degree or certificate program, Seventy five percent (75%) for work related courses, and

Fifty percent (50%) for courses taken in a non-work related degree or certificate program, and Fifty percent (50%) for "other" courses, non-work related, non-degree provisions pursuant to the following:

Forms for the "other" courses must be submitted to the Human Resource Department by June 1st of each year. Monies will be disbursed on a first come first served basis and as funds permit. No monies for "other" courses will be disbursed prior to June 1st of each year.

Reimbursement eligibility is in the order set forth above to the limit of available funds. All courses must be approved in advance by the Human Resources Department in order to be eligible for reimbursement. Any single individual employee may utilize up to fifteen percent of the total tuition account per fiscal year. However, if such an employee would be entitled to additional reimbursement but for this limit, and there is any money remaining in the tuition account at the end of the fiscal year, said employee can request additional reimbursement. The Human Resources Department will develop such administrative policies and forms as may be needed from time to time to efficiently administer this program.

Reimbursement is subject to the following:

Students enrolled in a bachelors degree, associates degree or certificate programs and students taking non work related courses must achieve a "C" or better in the course to be reimbursed.

Students enrolled in graduate studies must achieve a "B" or better in the course to be reimbursed.

Students enrolled in "other" courses, including courses without grades, must show documentation of completion of the course.

Mandatory Courses

Courses required to be taken by the City of Nashua, shall be reimbursed at one hundred percent of all tuition, lab, registration and related expenses. The City shall fund all expenses separate of the "tuition account" described above.

Article 21

Alternative Schedules

Employees shall ordinarily work five (5) eight (8) hour days per week as scheduled during normal city business hours by management. Employees may request alternative schedules. In the event that City operations warrant, management may establish alternative schedules. If alternative schedules are not established for all employees performing the same duties, those employees concerned may select the schedule they prefer on the basis of seniority up to the number of employees to be assigned the alternative schedule.

Article 22

Long Term Disability (LTD)

Full time employees and part time employees working twenty (20) or more hours per week who are covered by this agreement and who have been employed by the City for one (1) year on an uninterrupted basis except by reason of layoff, on the job injury or approved leave of absence, shall be covered for long term disability under a policy of insurance, the premium for which is to be fully paid by the City, subject to such eligibility requirements and other terms and conditions as the carrier may establish. The City reserves the right to change long term disability insurers to another commercially available program having overall comparability of coverage to that currently in effect on the date of execution hereof, or to self insure said coverage. Employees are encouraged to maintain adequate earned time balances to cover the elimination period for the long term disability benefit in the event a claim is made.

Article 22A

Short Term Disability (STD)

The City of Nashua will offer Short Term Disability coverage to all employees covered under this CBA. Participation in this program will be completely optional and funded entirely at the employee's expense.

The City of Nashua will provide administrative support in maintaining this program, similar to

what is currently offered to DPW employees.

Article 23 **Health Insurance**

The City shall provide, subject to the provisions of this article, upon request of an eligible member of the bargaining unit, the amount of the premium specified below for an individual, two person, or family plan, of one of the following:

- (a) Point-of-Service-Plan with benefits comparable to those currently provided;
- (b) HMO Plan with benefits comparable to those currently provided; or
- (c) The city may make additional plans available to members with benefit levels and premium cost sharing determined by the city in its sole discretion.

The option of the health care plan is at the sole discretion of the City. It is agreed by all parties concerned that the city reserves and shall have the right to change insurance carriers provided the benefits to participants are comparable and the city elects the least expensive plan available to provide such benefits.

Should the City determine that it is in the best interests of the City to offer a "comparable" plan to either option "a" or "b", it shall provide at least one hundred twenty (120) days prior written notice to the Union and documentation of the cost to members and the benefits that will be provided under the comparable plan. Should the Union determine that the proposed plan is not comparable, the grievance shall not be subject to the grievance procedure and shall be submitted directly for arbitration no later than thirty (30) days after the Union is notified of the proposed change to the comparable plan. The grievance shall be heard in an expedited manner. The decision of the arbitrator shall be binding on both parties.

Comparable Plan Definition: For the purposes of this Article, a comparable plan means no additional out-of-pocket increases to employees and no reduction in current benefits. In addition, the plan must provide reasonable access to health services and physicians, including specialists and hospitals.

For the duration of this Agreement, either party to the Agreement may request that a joint labor/management committee be convened to consider the performance of the aforementioned plans and any changes thereto.

Effective January 1, 2008: For eligible members, the City shall contribute 80% of the premium for option (a) and 90% of the premium for option (b). The City shall contribute toward the premium of the city indemnity plan the same dollar amount it contributes toward the premium of option (a).

Effective October 1, 2011: For eligible members, the City shall contribute 70% of the premium

for option (a) and 80% of the premium for option (b).

The amount of increased health insurance contributions due retroactively may be paid through payroll deductions spread over the duration of this collective bargaining agreement.

Effective 30 days after final approval of the cost items of this collective bargaining agreement, all plans offered by the City shall have the following features:

- (a) Twenty Dollars (\$20.00) co-pay per medical visit;
- (b) One Hundred Dollars (\$100.00) co-pay per emergency room visit;
- (c) Two Hundred and Fifty Dollars (\$250.00) per person, Five Hundred Dollars (\$500.00) per two-person or family inpatient/outpatient facility deductible; and
- (d) Three tier pharmacy benefit of \$5/\$15/\$35 (\$5/\$30/\$70 mail order)

Any eligible member of the bargaining unit requesting initial membership in a plan may enter during a specified enrollment period. Any eligible member desiring to select a different plan may make such a change only during the annual enrollment period. Eligible members moving into or out of a HMO or Point-of-Service Plan service area may change plans within a specified period after such move to the extent permitted by the plans.

ANNUAL AUDIT: The City of Nashua hereby agrees to conduct a yearly loss ratio analysis of all Health Insurance plans offered to employees and return all employee overpayments in the form of a Health Insurance Premium Holiday at the completion of the analysis.

Regular part time employees working a minimum of 20 hours per week are covered by the provisions of this article 23 on a pro rata basis. The proration is based on the ratio the employee's regular weekly work hours are to 40 hours. The proration applies to the City's premium contribution.

Article 24

Dental Insurance

The City shall pay one hundred (100%) percent of the premium of a two person plan dental insurance program such as Delta Dental, currently in effect on the date of execution hereof. The City reserves the right to change insurance carriers or plans, or to self insure the same. Such new plans shall offer benefits commercially available in the market and shall have overall comparability of coverage to the above referenced plans to the extent said coverages are commercially available.

Regular part time employees working a minimum of 20 hours per week are covered by the provisions of this article 24 on a pro rata basis. The proration is based on the ratio the employee's regular weekly work hours are to 40 hours. The proration applies to the City's premium contribution.

Article 25
Life Insurance

The City agrees to pay one hundred percent (100%) of the premium cost of a Basic Life Insurance and AD&D for full time employees and part time employees working twenty (20) or more hours per week only, in an amount equal to one and one half (1.5) the employee's annual straight time wages, rounded to the nearest thousand dollars. Employees may purchase at their expense optional life insurance in denominations of up to three times their basic amount to a maximum of three hundred thousand (\$300,000) total, basic and optional combined, subject to any eligibility or other rules prescribed by the insurer. The City reserves the right to change life insurance providers.

Article 26
Dependent Care Assistant Program

Employees with dependents may be eligible for the Dependent Care Assistant Program as authorized by the Federal Government. The program allows a city employee up to a \$5,000 a year deduction from earnings without taxes [Federal, FICA] to be used for dependent care. The City agrees to maintain this program in effect during this agreement so long as the same remains authorized in its present form by the Internal Revenue Code. Compliance with the Internal Revenue Code and any and all liability for taxation are the sole responsibility of the employee.

Article 27
Pay Period

The pay period will run from Sunday through Saturday, and all employees covered under this agreement shall be paid on a weekly basis, Thursday of each week, unless a holiday falls on such day, in which case pay day will be the day prior.

Article 28
Retirement System

Employees covered under this agreement shall join the New Hampshire Retirement System, if and when eligible to do so, in accordance with the rules of that system, unless they are employees of the Division of Public Works. Division of Public Works employees shall join the Division of Public Works retirement system, if and when eligible to do so, in accordance with the rules of that system. The City and the employees agree to comply with all rules and regulations of the pertinent system, including contribution rates, as established from time to time. If entry requirements for the DPW system are lawfully modified this article will be modified to reflect such a lawful change.

In the event that the city employees represented by AFSCME opt to change their pension plan for new hires to join the state plan, or if the current DPW system is changed [for new hires] by ordinance, the Union agrees to meet with the City and discuss implementation of the said changes.

Article 29
Military Service

Any full time employee covered under this Agreement who leaves to enter directly into involuntary active service in the Armed Forces of the United States is granted a military leave of absence for the anticipated length of service. A Military leave of absence entitles an employee to be reinstated to the position held, or one similar in pay and status, so long as the employee provides notice of his/her desire to resume such employment within thirty (30) days of discharge from the armed forces and the employee accepts such discharge at the earliest possible date.

Article 30
Military Reserve and National Guard Pay

Any full time employee covered under this Agreement called to serve not more than a seventeen (17) day annual training tour of duty with the National Guard or Armed Forces Reserves will be paid the difference between his or her pay for such government service and the amount of straight time earnings lost by the employee by reason of such service, based on the employee's regularly scheduled straight time rate. Such payments are to be made following the showing of satisfactory evidence of the amount of pay received for such service.

An employee covered under this Agreement called to serve duty with the National Guard or Armed Forces Reserves in the time of war or national conflict will be paid the difference between his or her pay for such government service and the amount of straight time earnings lost by the employee by reason of such service, based on the employee's regularly scheduled straight time rate. Such payments are to be made following the showing of satisfactory evidence of the amount of pay received for such service.

Article 31
Deferred Compensation

The City will continue to offer a deferred compensation plan to all employees covered under this contract during the term hereof so long as it is authorized to do so in the present manner under the Internal Revenue Code. Deferred compensation allows the employee to defer income and the associated taxes from their paycheck, until they receive the money sometime after retirement. Compliance with the Internal Revenue Code and any and all liability for taxation are the sole responsibility of the employee.

Article 32
Mileage Reimbursement

Use of City owned vehicles

If you are assigned a City-owned vehicle and are allowed to take the vehicle home at night and on weekends, the Internal Revenue Service has ruled that the personal use of the city owned vehicle,

that is commuting back and forth to work and any other non-work use, is subject to federal withholding and social security tax, where applicable. This rule does not apply to emergency vehicles specifically police and fire vehicles.

The deductions therefore will be made weekly, based on an annual evaluation of the value of the personal use of the vehicle. The personal use value shall be as required by the Internal Revenue Code and Regulations.

The multiplier used to determine the employees deduction shall be the current Internal Revenue Service mileage reimbursement rate.

Mileage reimbursement

If by nature of your job description you are required to use your privately owned vehicle you shall be reimbursed at the current city mileage reimbursement rate or the current Internal Revenue Service mileage reimbursement rate, whichever is higher. Requests for reimbursements must be submitted within 30 days of the date the mileage was incurred. The City will provide AFR10 mileage log books or a mutually agreeable substitute log book for recording mileage.

All employees who, at the date of the signing of this collective bargaining agreement, currently use their privately owned vehicle, shall be allowed to continue to do so through the remainder of this collective bargaining agreement.

Article 33

Travel

Occasionally employees travel as part of their duties. When the need for travel occurs the City shall pay all cost related to the travel consistent with the City's travel policy. Cost shall include, but not be limited to: transportation cost [plane, train, automobile rental [if required], automobile at the prescribed mileage rate, etc.], meals including tax and tip, lodging [including all taxes and a five (5) minute phone call home each night] and other reasonably related miscellaneous expenses.

Travel mileage payments shall be computed by the Financial Reporting Office in accordance with the approved travel tables prepared by the New Hampshire Department of Transportation and Rand McNally.

Article 34

Personnel File

Every employee covered under this Agreement shall be entitled to access to supervisory records and reports of competence, personal character and efficiency, along with all other information maintained in their official personnel file. The City shall allow the employee access to their file within twenty four (24) hours notice. Upon request the City shall copy the file for the employee. Subsequent copies will be made at cost.

Article 35
Protective Clothing

The City shall provide employees with all legally required protective clothing at City expense. The City will, in its reasonable discretion, provide protective clothing and equipment to employees performing operations in departments where it determines that such clothing and equipment will enhance employee safety or comfort.

In addition, the City will provide employees with a clothing allowance adequate to purchase four (4) sets of uniforms per year in departments where uniforms are required.

Article 36
Performance Evaluations

Performance evaluations shall be completed annually by the employees direct supervisor on or about June 30th of each year. The employee will not be required to sign said evaluation until such a time as all reviewing persons have had a chance to comment.

The City and the Union (both UAW units) shall form a six (6) person committee made up of three (3) Union members (with at least one member from each UAW unit) and three (3) City (management) members. This committee shall review the existing employee evaluation forms, which shall be used in the interim. Any recommendations by a majority of the committee on changes to the evaluation form shall be implemented for the following evaluation year.

Article 37
Wages

Employees hired on or before August 31, 2014 in grades 5 and higher shall use the compensation grids in Appendix D.

Employees hired after August 31, 2014 and all employees in grades 1-4 shall use the compensation grids in Appendix D-1.

Eligible employees who received a satisfactory job evaluation on June 30, 2014 will receive a one step increase on July 1, 2014. Only employees who are active employees on the date when cost items receive final approval are eligible to receive this increase.

Effective July 1, 2014, increase the compensation grids by 0.75%, with all employees on the grids receiving the corresponding increase as of July 1, 2014 or date of hire, whichever is later. Only

employees who are active employees on the date when cost items receive final approval are eligible to receive this increase.

Effective July 1, 2014, remove the lowest step from all grades on the compensation grids and add one additional step at the top of all grades on the compensation grids with a 2% increase from the prior step.

Eligible employees who receive a satisfactory job evaluation on June 30, 2015 will receive a one step increase on July 1, 2015.

Effective July 1, 2015, remove the lowest step from all grades on the compensation grids and add one additional step at the top of all grades on the compensation grids with a 2% increase from the prior step.

Eligible employees who receive a satisfactory job evaluation on June 30, 2016 will receive a one step increase on July 1, 2016.

Effective July 1, 2016, remove the lowest step from all grades on the compensation grids and add one additional step at the top of all grades on the compensation grids with a 2% increase from the prior step.

Effective September 1, 2016, increase the compensation grids by 0.75%, with all employees on the grids receiving the corresponding increase as of September 1, 2016 or date of hire, whichever is later.

The parties agree that the increases to the grids are cost of living increases and that only the steps on the resulting grids constitute part of a pay plan under RSA 273-A:12, VII.

In the event that an employee has not completed a satisfactory evaluation on June 30 of a fiscal year, the supervisor may, at his or her discretion, extend the employee's evaluation period for a period not to exceed 3 months. At the completion of that period, the supervisor will conduct an evaluation to determine if the employee has completed the goals for which he or she is being evaluated. If the employee then receives a satisfactory evaluation, he or she will be eligible to receive the step raise.

In the event that an employee is reclassified to a higher position within the bargaining unit, he or she will be eligible to receive the step raise regardless of the effective date of the reclassification.

Any newly hired employee or any employee promoted on or before December 31 of any calendar year will be eligible for a step raise provided that they receive a satisfactory performance evaluation for that evaluation period.

A list of initial grade assignments is attached as Appendix E. It is agreed that, during the term of this agreement, new positions may be created or grade assignments may change due to reclassifications. The City will pay the employee based on the new grade assignment.

Provision applicable to the FY2012-FY2014 contract:

If any city bargaining unit receives a more favorable wage package, the Union may open the wage portion of this agreement for renegotiation.

Article 38
Parking Garage

All employees covered under this Agreement shall be allowed to park at no cost to the employee in any City owned or leased lot or garage while on city business.

The City will make parking passes available to all employees covered under this Agreement, to be used for travel to City Hall and other City locations on City business.

City Hall parking will be allowed in the Elm Street Parking Garage on the second level beyond the open gate or on the upper levels.

Article 39
Bulletin Boards/Mail

Bulletin Boards

The City agrees to provide space for suitable bulletin boards in convenient places in each work area, to be used by the Union. The Union shall limit its posting of notices and bulletins to each bulletin board. Posted materials and notices shall pertain only to union business. The Union agrees to maintain such bulletin boards in a neat and orderly condition.

Mail/Email

Officers or officials of the Union shall have the right to reasonable use of the City's in-house mail/email service for correspondence related to grievances_or union membership notifications.

Article 40
Disciplinary Procedures

A. It is agreed that the City has the right to discipline or discharge employees for just cause. Discipline shall be corrective in its nature and ordinarily utilized progressively. Disciplinary actions shall normally follow the order below:

1. Verbal warnings
2. Written warnings
3. Suspensions without pay
4. Discharges

Demotion may be used for disciplinary purposes in appropriate instances. In the event of suspension, demotion, or discharge, the reasons for the action taken will be given in writing to the employee within 24 hours.

It is understood that the severity of any particular infraction may warrant deviation from the aforementioned steps.

- B. Any employee disciplined or discharged shall, be entitled to the provisions of the Grievance Procedure, and will be allowed a representative of their choosing. If requested in writing by the employee, a hearing must be held with the Union, Division Director and the Human Resource Manager within seven (7) calendar days of the disciplinary action or discharge.
- C. Provided that the employee has not had recurrence of discipline within the specified period, written warnings will be removed from the employee's personnel file after twelve (12) months and all suspension shall be removed within two (2) years. The prior unexpired discipline is carried during the period of any subsequent equal or greater discipline.

Article 41 **Earned Time**

Generally:

Earned Time is an alternative approach to the traditional manner of covering absence for vacation, personal leave days, sick leave, and other types of leave. Instead of dividing benefits into a specific number of days for each benefit, earned time amalgamates these days, into a single benefit. Earned Time can be used for a variety of purposes including a payment in cash at the time of termination, but only as provided in this Article. Earned Time is accrued for any month in which an employee has been employed at least fifteen (15) calendar days, beginning the first day of any month. Paid leave and absences for jury or military reserve duty are considered time worked for Earned Time accrual purposes. While an employee will earn Earned Time days during his or her probationary period, he or she cannot take Earned Time until they have completed ninety (90) calendar days of employment with the City. If an employee leaves City employment before they have worked ninety (90) days, they will not be paid for any accrued Earned Time.

Coverage:

Employees who are employed in a position at least (20) hours per week are eligible to earn Earned Time. Part time employees, those working less than 40 hours, accrue earned time on a pro-rated basis. The accrual rates for full time employees are as follows:

Bargaining unit members employed by the city on June 30, 2009 shall continue to accrue Earned Time on the following schedule:

Years of Service	Days Accrued per Month	Total
-------------------------	-------------------------------	--------------

Annual Days

less than 5 years	2.25	27.0
5 to less than 10 years	2.50	30.0
10 to less than 15 years	3.00	36.0
15 years to less than 20 years	3.25	39.0
20 or more years	3.50	42.0
30 or more years	3.75	45.0

Bargaining unit members hired after June 30, 2009 shall accrue Earned Time on the following schedule:

Years of Service	Days Accrued per Month	Total
Annual Days		
less than 5 years	2.25	27.0
5 to less than 10 years	2.50	30.0
10 or more years	3.00	36.0

Years of service means continuous length of service with the City in accordance with Article 10, Seniority.

Breaks in Service:

In the event of reemployment after a break in service, as defined in Article 10, not exceeding 2 years, the employee shall accrue earned time as if that break in service had not occurred.

Usage:

All use of earned time shall be arranged in advance by the employee, and approved by his/her supervisor prior to the date of absence, except as provided in this paragraph. Earned Time days/hours may be used after being accrued. Earned Time is ordinarily used at the rate of one day of Earned Time for each day of absence. Employees presenting a request to use earned time less than 18 hours before the earned time use is to begin shall use earned time at the rate of 1 1/4 days of earned time for each day of absence. This special rule will not apply to the first seven (7) occurrences in any calendar year. Earned time shall be used in increments of hours under the FLSA. An occurrence shall be defined as the use of two (2) or more hours of Earned Time without the 18 hour prior notification. Notification may take place in person or via email or voice mail. When an employee calls in sick and subsequently remains ill for additional days, the employee shall only be charged 1 1/4 day of Earned Time for the first day of the illness. Should the illness extend for longer than a three-day period, the employee may be required to present a doctor's certificate or other evidence satisfactory to the city. Said certificate shall state that the employee was unable to work due to illness.

Termination of Employment and/or Voluntary Quit:

In the event of termination of employment, 100% of the terminated employee's earned time balance will be paid to him/her. In the event of termination due to layoff, 100% of the terminated employee's earned time balance will be paid to him/her. The employee may elect to defer payment for up to two years in anticipation of possible recall.

Retirement:

One hundred percent (100%) of any employee's unused Earned Time balance will be paid at retirement. "Retirement" shall be defined by the New Hampshire Retirement System or by Ordinance pertinent to the Board of Public Works Retirement System, as may be appropriate.

Maximum Accruals:

Earned Time accumulation shall not exceed sixty (60) days and total Earned Time days and Sick Leave Pool days combined shall not exceed one hundred forty-four (144) days in the aggregate. Balance in excess of these accruals shall be lost.

Staffing Considerations:

The parties expressly agree that all leave usage shall be affected in a manner consistent with the staffing and operational needs of the City so that services are efficiently provided to the Nashua Community. The parties agree to work cooperatively to achieve this goal. Abuse of the benefits conferred in these articles may be grounds for discipline.

Article 42**Individualized Sick Leave Pools****Generally:**

The sick leave pool is intended to provide security by allowing each employee to provide for extended illness, or other disability of the employee, or for the care of a sick family member, consisting of the following: employee's spouse, children, brother, sister, parents, or grandparents. The term spouse shall include domestic partner. When acquiring Pool days, employees convert Earned Time days on a one to one and one half (1 to 1 1/2) Sick Pool days basis. The employee may pick a given number of Earned Time days to exchange for Sick Pool days. This conversion is available annually in the employee's anniversary month. All Sick Pool conversion and usages is governed by this Article.

Sick Pool days are available for use only under the conditions listed below:

1. Use of Sick Pool days must begin on or after the fifth consecutive work day absence caused by illness, injury, or other disability certified in writing to the City by a physician.
2. The employee may continue using Sick Pool days until Sick Pool balance is zero at which point the employee may elect to use any remaining Earned Time.
3. Care of chronically ill relative or friend, or maternity/paternity leave, but only if the need for such leave is documented by a physician to the satisfaction of the City.

4. Doctor's reports may be required by the City at any time. Sick Pool leave may be denied by the City in the event that physician's certifications are not provided by the employee in accordance with this Article.

Maximum Balances:

No employee's Sick Pool balance shall exceed forty (40) days. A balance of up to ninety (90) days may result from initial conversion by employees of the City so employed on the date of execution of this agreement. No additional Earned Time days may be added or converted to the Individualized Sick Pool Leave until balance of that account is below 38.5 days.

Retirement:

Employees retiring from the City service shall be paid at their current straight time or salary rate for their Sick Pool balances, but shall not be paid therefore in the event of termination or resignation.

Article 43

Professional Affiliations/Licensing

The City shall bear the cost of all licenses and/or certifications required by various regulatory agencies [local, state and federal] to maintain the employees qualifications.

Article 44

Safety Committees

Two safety committees, each consisting of an equal number of union and management members, shall be formed to evaluate various safety issues and concerns. One safety committee shall consist of UAW Department of Public Works Employees and other UAW employees who perform significant work outside of City offices. The other safety committee shall consist of UAW employees who primarily perform office work. The committees shall make recommendations for implementation. The City shall provide information to the committee as requested, and shall provide the necessary clerical and/or administrative assistance as needed.

Article 45

Union Business Leave

There shall be a total of twenty (20) days of unpaid Union Business Leave per fiscal year for each UAW unit, which may be used by employees for participating in Union activities. Elected Officials and Unit Chairs may be granted unpaid leaves of absence for Union Business Leave not to exceed a collective total of an additional ten (10) working days per fiscal year for each UAW unit. No employee shall take more than 10 days of Union Business Leave unless mutually agreed by the parties. Requests for leave must be made by the individual to the supervisor, with the Union's approval, reasonably in advance of the use of the Union Business Leave to allow for appropriate coverage of operations. The City shall have the right to deny requests for Union Business Leave in

the event granting such leave would result in an adverse impact on operations, however, such requests shall not be unreasonably denied.

When elected officials and unit chairs use paid time for union business, including contract administration, adjusting grievances, meeting with new employees and consultation with management, they will report the time that they commence and the time that they finish that union business to their supervisor.

Article 46

Working out of Classification

An alternate rate equal to twenty cents (\$0.20) per hour less than the current regular rate paid for the alternate position will be paid to bargaining unit employees that have been assigned to work in a classification higher than the employee's regular classification, provided that the employee has worked a minimum of four (4) hours in any one (1) calendar day for an accumulated period of forty (40) hours within a twenty-four (24) month period. Once the employee meets the minimum requirements, then they shall remain eligible for the alternative rate indefinitely.

Article 47

Duration of Agreement

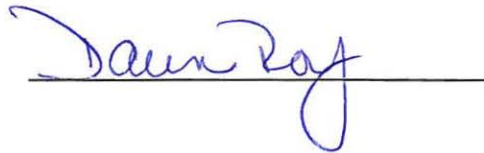
This Agreement between the Union and the City shall commence as of July 1, 2014, and terminate at midnight on June 30, 2017. A party desiring to negotiate a successor agreement hereto shall give notice to the other party at least 180 days in advance of the expiration date hereof, otherwise this agreement shall be renewed for a period of one year without change. If such notice is given, the parties shall negotiate a successor agreement in good faith, in advance of the expiration hereof if possible, and if said successor agreement has not been concluded by the expiration hereof, the parties shall abide by the terms and conditions hereof thereafter to the extent required by law.

AGREED to by and between the parties at Nashua, New Hampshire, as evidenced by the signatures of their duly authorized representatives, set forth below, this 22 day of October, 2014.

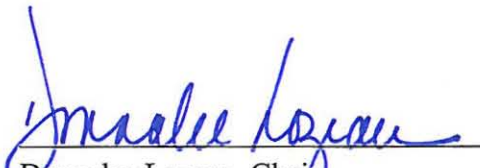
FOR THE CITY OF NASHUA

**FOR U.A.W. 2232 CLERICAL AND
TECHNICAL UNIT**



Donnalee Lozeau, Mayor



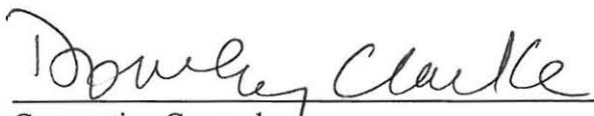
NASHUA BOARD OF PUBLIC WORKS


Donnalee Lozeau, Chair

NASHUA BOARD OF FIRE COMMISSIONERS


Chair

Approved as to form:


Corporation Counsel

APPENDIX A
AMENDED CERTIFICATION OF UNIT

AMENDED CERTIFICATION



State of New Hampshire
PUBLIC EMPLOYEE LABOR RELATIONS BOARD

CITY OF NASHUA

PETITIONER

and

CASE NO. G-0044-2
DECISION NO. 2009-220

INTERNATIONAL UNION-UAW, LOCAL 2232
(CLERICAL AND TECHNICAL UNIT)

RESPONDENT

MODIFICATION OF CERTIFIED BARGAINING UNIT

A representation proceeding having been previously conducted by the Public Employee Labor Relations Board in accordance with RSA 273-A and the Rules and Regulations of the Board, which resulted in the selection of an exclusive representative, and where, in accordance with PELRB Decision No. 2009-219, it has now been determined that a modification of the certified bargaining unit's composition is appropriate under the provisions of RSA 273-A; then,

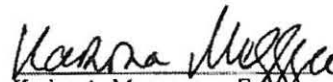
Pursuant to the authority vested in the Board by the Public Employee Labor Relations Act, IT IS HEREBY CERTIFIED that International Union - UAW is the exclusive representative of the employees of the above named public employer, in the unit as described below, for purposes of collective negotiations and settlement of grievances.

UNIT: Clerical Employees, Technical Employees, Property Coordinator, Customer Service Representative, Transit Operations Coordinator, Transit Clerk, Transit Mechanic, and Transit Utility Service Worker.

Excluded: Deputy Voter Registrar, Assessors I and II, Engineer III PWD, Administrative Employees, Professional Employees, all Non-Clerical Employees in Community Health, Environment Health, Community Services, and Welfare, Custodians at District Court, and Edgewood & Woodlawn Cemeteries, Public Library Secretary/Receptionist to the Mayor, Accountant II, and Systems Application Analysts I, II, III, and IV.

Further, IT IS ORDERED that the above named public employer shall negotiate collectively with the exclusive representative named herein for wages, terms and conditions of employment for the members of the bargaining unit, as herein described, and shall recognize the right of such exclusive representative to represent employees in the settlement of grievances.

Signed this 9th day of October, 2009.


Karina A. Mozgovaya, Esq.
Staff Counsel/Hearing Officer

APPENDIX B

UNION MEMBERSHIP AND DUES FORM

Insert current union membership and dues form.



SPECIAL OFFICIAL APPLICATION FOR MEMBERSHIP
INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA (UAW)
DETROIT, MICHIGAN 48214

Date _____

Name _____ Local # _____ Unit # _____

Address _____ City _____ State _____ Zip _____

Tel. # _____ Dept _____ Soc. Sec. # _____

I hereby designate, select and empower the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), its agents or representatives, to act for me as my exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment or other conditions of continuance or my membership in said Union as a condition of my employment or continued employment, and contracts requiring the employer to deduct, collect, or assist in collecting from my wages or a regular supplemental unemployment benefit payable under its supplemental unemployment benefit plan any dues and fees payable to said Union; and I hereby revoke every selection or designation which in any manner may heretofore have been made by me, of any other representative for any of such purposes.

I further irrevocably designate, authorize and empower the said Union exclusively to appear and act for me and in my behalf before any board, court, committee or other tribunal in any matter affecting my status as an employee or as a member of said Union, and exclusively to act as my agent to represent and bind me in the presentation, prosecution, adjustment and settlement of all grievances, complaints or disputes of any kind or character arising out of the employer-employee relationship as fully and to all intents and purposes as I might or could do if personally present.

I pledge my honor to faithfully observe the Constitution and laws of the Union and the Constitution of the United States (or the Dominion of Canada as the case may be); to comply with all the rules and regulations for the government thereof; not to divulge or make known any private proceedings of this Union; to faithfully perform all the duties assigned to me to the best of my ability and skill; to so conduct myself at all times as not to bring reproach upon my Union, and at all times to bear true and faithful allegiance to the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).

CONTRIBUTIONS OR GIFTS TO THE UAW ARE NOT DEDUCTIBLE AS CHARITABLE CONTRIBUTIONS FOR FEDERAL INCOME TAX PURPOSES.



Applicant's Signature _____

Witness _____



AUTHORIZATION FOR CHECK-OFF OF DUES

TO THE _____ COMPANY Date _____

I hereby assign to Local Union No. _____ International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), from any wages earned or to be earned by me or a regular supplemental unemployment benefit payable under its supplemental unemployment benefit plan as your employee (in my present or in any future employ

ment by you), such sums as the Financial Officer of said Local Union No. _____ may certify as due and owing from me as membership dues, including an initiation or reinstatement fee and monthly dues in such sum as may be established from time to time as union dues in accordance with the Constitution of the International Union, UAW. I authorize and direct you to deduct such amounts from my pay and to remit same to the Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for the period of one (1) year from the date of delivery hereof to you, or until the termination of the collective agreement between the Company and the Union which is in force at the time of delivery of this authorization, whichever occurs sooner; and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year each or for the period of each succeeding applicable collective agreement between the Company and the Union, whichever shall be shorter, unless written notice is given by me to the Company and the Union, not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one (1) year, or of each applicable collective agreement between the Company and the Union whichever occurs sooner.

This authorization is made pursuant to the provisions of Section 302(c) of the Labor Management Relations Act of 1947 and otherwise.

CONTRIBUTIONS OR GIFTS TO THE UAW ARE NOT DEDUCTIBLE AS CHARITABLE CONTRIBUTIONS FOR FEDERAL INCOME TAX PURPOSES.

Type or print name of Employee here _____

Signature of Employee here _____

Address of Employee _____

City _____ State _____ Zip _____

Date of Signature _____ Employee Clock Number _____ Soc. Sec. # _____

Date of Delivery to Employer _____

APPENDIX C

GRIEVANCE FORM

Insert current union grievance form.

LOCAL 2232 UNITED AUTO WORKERS

GRIEVANCE NUMBER: _____ DATE OF FILING: _____
(MONTH DAY YEAR –INCIDENT#)

GRIEVANCE STEP1 _____ STEP 2 _____ STEP 3 _____ OTHER _____

EMPLOYER RESPONSE DUE: _____ Received by: _____
(Date) Employer Representative)

TO: _____
(Name, Title of EMPLOYER Representative)

OF: _____
(Employer)

FROM: _____
(Name, Title of Union Representative)

GRIEVANT(S): _____

DATE OF OCCURRENCE:

VIOLATION: The employer violated the collective bargaining agreement including, but not limited to Article(s)

STATEMENT OF GRIEVANCE:

REMEDY REQUESTED: The employer should make whole the grievant(s) in every way, including:

SIGNED:

(Union Representative)

(Grievant(s) – optional)

APPENDIX D AND D-1

WAGE GRIDS

UAW Clerical/Technical Salary Grid for FY2013

Increase 1.00%

Step	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	Grade Average
1	23,351	23,769	24,195	24,629	25,070	25,519	25,977	26,442	26,915	27,399	27,889	28,389	28,898	29,416	30,004	30,604	31,216	31,840	32,476	33,127	33,789	34,465	35,154	35,857	36,574	2.00%
2	23,352	23,770	24,196	24,630	25,071	25,520	25,978	26,443	26,916	27,400	27,890	28,390	28,899	29,417	30,005	30,605	31,217	31,841	32,478	33,128	33,790	34,466	35,156	35,859	36,576	1.89%
3	24,500	24,966	25,442	25,927	26,421	26,923	27,436	27,960	28,492	29,035	29,587	30,151	30,725	31,313	31,938	32,576	33,228	33,891	34,569	35,261	35,967	36,686	37,420	38,168	38,932	1.89%
4	25,276	25,771	26,276	26,791	27,316	27,851	28,396	28,953	29,520	30,099	30,688	31,289	31,903	32,528	33,178	33,842	34,519	35,209	35,913	36,632	37,365	38,112	38,874	39,651	40,444	1.95%
5	26,095	26,620	27,155	27,701	28,258	28,827	29,408	30,001	30,605	31,220	31,848	32,488	33,143	33,810	34,487	35,176	35,879	36,597	37,329	38,076	38,837	39,614	40,406	41,214	42,038	1.98%
6	27,109	27,669	28,240	28,823	29,420	30,027	30,649	31,281	31,928	32,587	33,261	33,948	34,649	35,366	36,072	36,794	37,532	38,283	39,047	39,829	40,626	41,438	42,267	43,112	43,974	2.01%
7	28,177	28,788	29,416	30,054	30,708	31,376	32,057	32,754	33,468	34,195	34,940	35,700	36,475	37,270	38,014	38,775	39,550	40,342	41,147	41,970	42,810	43,666	44,539	45,430	46,339	2.04%
8	29,275	29,962	30,662	31,379	32,114	32,864	33,633	34,420	35,225	36,050	36,892	37,755	38,639	39,542	40,333	41,138	41,963	42,803	43,657	44,531	45,422	46,331	47,257	48,202	49,166	2.09%
9	30,585	31,351	32,136	32,940	33,765	34,611	35,479	36,366	37,279	38,211	39,168	40,148	41,155	42,185	43,029	43,890	44,766	45,662	46,574	47,507	48,457	49,425	50,414	51,423	52,451	2.18%
10	30,837	31,644	32,473	33,322	34,195	35,091	36,009	36,953	37,919	38,913	39,932	40,978	42,050	43,151	44,015	44,894	45,793	46,708	47,644	48,596	49,568	50,560	51,572	52,603	53,655	2.27%
11	34,480	35,193	35,920	36,662	37,420	38,194	38,982	39,789	40,610	41,450	42,307	43,182	44,074	44,984	45,884	46,803	47,739	48,692	49,667	50,660	51,674	52,707	53,761	54,837	55,933	2.34%
12	35,507	36,378	37,272	38,186	39,124	40,084	41,069	42,078	43,110	44,170	45,256	46,365	47,505	48,670	49,644	50,635	51,648	52,683	53,736	54,811	55,908	57,025	58,166	59,329	60,516	2.04%
13	40,845	41,690	42,550	43,430	44,328	45,244	46,181	47,134	48,109	49,103	50,119	51,154	52,211	53,291	54,356	55,443	56,554	57,684	58,837	60,015	61,213	62,440	63,688	64,962	66,261	2.25%
	2.07%	2.06%	2.08%	2.07%	2.07%	2.07%	2.07%	2.06%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.04%
																										2.07%

Grid Average

UAW Clerical/Technical Salary Grid for FY2014

Increase 0.00%

Step	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	Grade Average
1	23,351	23,769	24,195	24,629	25,070	25,519	25,977	26,442	26,915	27,399	27,889	28,389	28,898	29,416	30,004	30,604	31,216	31,840	32,476	33,127	33,789	34,465	35,154	35,857	36,574	2.00%
2	23,352	23,770	24,196	24,630	25,071	25,520	25,978	26,443	26,916	27,400	27,890	28,390	28,899	29,417	30,005	30,605	31,217	31,841	32,478	33,128	33,790	34,466	35,156	35,859	36,576	1.89%
3	24,500	24,966	25,442	25,927	26,421	26,923	27,436	27,960	28,492	29,035	29,587	30,151	30,725	31,313	31,938	32,576	33,228	33,891	34,569	35,261	35,967	36,686	37,420	38,168	38,932	1.89%
4	25,276	25,771	26,276	26,791	27,316	27,851	28,396	28,953	29,520	30,099	30,688	31,289	31,903	32,528	33,178	33,842	34,519	35,209	35,913	36,632	37,365	38,112	38,874	39,651	40,444	1.95%
5	26,095	26,620	27,155	27,701	28,258	28,827	29,408	30,001	30,605	31,220	31,848	32,488	33,143	33,810	34,487	35,176	35,879	36,597	37,329	38,076	38,837	39,614	40,406	41,214	42,038	1.98%
6	27,109	27,669	28,240	28,823	29,420	30,027	30,649	31,281	31,928	32,587	33,261	33,948	34,649	35,366	36,072	36,794	37,532	38,283	39,047	39,829	40,626	41,438	42,267	43,112	43,974	2.01%
7	28,177	28,788	29,416	30,054	30,708	31,376	32,057	32,754	33,468	34,195	34,940	35,700	36,475	37,270	38,014	38,775	39,550	40,342	41,147	41,970	42,810	43,666	44,539	45,430	46,339	2.04%
8	29,275	29,962	30,662	31,379	32,114	32,864	33,633	34,420	35,225	36,050	36,892	37,755	38,639	39,542	40,333	41,138	41,963	42,803	43,657	44,531	45,422	46,331	47,257	48,202	49,166	2.09%
9	30,585	31,351	32,136	32,940	33,765	34,611	35,479	36,366	37,279	38,211	39,168	40,148	41,155	42,185	43,029	43,890	44,766	45,662	46,574	47,507	48,457	49,425	50,414	51,423	52,451	2.18%
10	30,837	31,644	32,473	33,322	34,195	35,091	36,009	36,953	37,919	38,913	39,932	40,978	42,050	43,151	44,015	44,894	45,793	46,708	47,644	48,596	49,568	50,560	51,572	52,603	53,655	2.27%
11	34,480	35,193	35,920	36,662	37,420	38,194	38,982	39,789	40,610	41,450	42,307	43,182	44,074	44,984	45,884	46,803	47,739	48,692	49,667	50,660	51,674	52,707	53,761	54,837	55,933	2.34%
12	35,507	36,378	37,272	38,186	39,124	40,084	41,069	42,078	43,110	44,170	45,256	46,365	47,505	48,670	49,644	50,635	51,648	52,683	53,736	54,811	55,908	57,025	58,166	59,329	60,516	2.04%
13	40,845	41,690	42,550	43,430	44,328	45,244	46,181	47,134	48,109	49,103	50,119	51,154	52,211	53,291	54,356	55,443	56,554	57,684	58,837	60,015	61,213	62,440	63,688	64,962	66,261	2.25%
	2.07%	2.06%	2.08%	2.07%	2.07%	2.07%	2.07%	2.06%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.04%
																										2.07%

Grid Average

UAW Clerical/Technical Salary Grid for FY2013																											
Step		Increase 1.00%																									
Grade		4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	Grade Average
1		23,351	23,818	24,295	24,780	25,276	25,782	26,297	26,823	27,360	27,907	28,465	29,034	29,615	30,207	30,811	31,428	32,056	32,697	33,351	34,018	34,699	35,393	36,100	36,822	37,559	2.00%
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
2		23,352	23,819	24,296	24,782	25,277	25,783	26,298	26,824	27,361	27,908	28,466	29,036	29,616	30,209	30,813	31,429	32,058	32,699	33,353	34,020	34,700	35,394	36,102	36,824	37,561	2.00%
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
3		24,500	24,990	25,490	26,000	26,520	27,050	27,591	28,143	28,706	29,280	29,866	30,463	31,072	31,694	32,327	32,974	33,634	34,306	34,992	35,692	36,406	37,134	37,877	38,634	39,407	2.00%
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
4		25,276	25,781	26,297	26,823	27,359	27,907	28,465	29,034	29,615	30,207	30,811	31,427	32,056	32,697	33,351	34,018	34,698	35,392	36,100	36,822	37,558	38,310	39,076	39,857	40,655	2.00%
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
5		26,095	26,617	27,150	27,693	28,246	28,811	29,388	29,975	30,575	31,186	31,810	32,446	33,095	33,757	34,432	35,121	35,823	36,540	37,271	38,016	38,776	39,552	40,343	41,150	41,973	2.00%
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
6		27,109	27,652	28,205	28,769	29,344	29,931	30,530	31,140	31,763	32,398	33,046	33,707	34,381	35,069	35,770	36,486	37,215	37,960	38,719	39,493	40,283	41,089	41,910	42,749	43,604	2.00%
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
7		28,177	28,740	29,315	29,901	30,499	31,109	31,731	32,366	33,013	33,674	34,347	35,034	35,735	36,449	37,178	37,922	38,680	39,454	40,243	41,048	41,869	42,706	43,560	44,432	45,320	2.00%
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
8		29,275	29,861	30,458	31,067	31,689	32,322	32,969	33,628	34,301	34,987	35,687	36,400	37,128	37,871	38,628	39,401	40,189	40,993	41,813	42,649	43,502	44,372	45,259	46,164	47,088	2.00%
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
9		30,585	31,197	31,821	32,457	33,106	33,768	34,444	35,133	35,835	36,552	37,283	38,029	38,789	39,565	40,356	41,164	41,987	42,827	43,683	44,557	45,448	46,357	47,284	48,230	49,194	2.00%
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
10		30,837	31,454	32,083	32,724	33,379	34,046	34,727	35,422	36,130	36,853	37,590	38,342	39,109	39,891	40,689	41,502	42,332	43,179	44,043	44,923	45,822	46,738	47,673	48,627	49,599	2.00%
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
11		34,480	35,170	35,873	36,591	37,323	38,069	38,830	39,607	40,399	41,207	42,031	42,872	43,729	44,604	45,496	46,406	47,334	48,281	49,246	50,231	51,236	52,261	53,306	54,372	55,460	2.00%
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
12		35,507	36,217	36,941	37,680	38,434	39,202	39,986	40,786	41,602	42,434	43,282	44,148	45,031	45,932	46,850	47,787	48,743	49,718	50,712	51,726	52,761	53,816	54,893	55,990	57,110	2.00%
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
13		40,845	41,661	42,495	43,345	44,211	45,096	45,998	46,918	47,856	48,813	49,789	50,785	51,801	52,837	53,894	54,971	56,071	57,192	58,336	59,503	60,693	61,907	63,145	64,408	65,696	2.00%
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
2.00% Grid Average																											

UAW Clerical/Technical Salary Grid for FY2014																											
Step		Increase 0.00%																									
Grade		4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	Grade Average
1	23,351	23,818	24,295	24,780	25,276	25,782	26,297	26,823	27,360	27,907	28,465	29,034	29,615	30,207	30,811	31,428	32,056	32,697	33,351	34,018	34,699	35,393	36,100	36,822	37,559	2.00%	
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
2	23,352	23,819	24,296	24,782	25,277	25,783	26,298	26,824	27,361	27,908	28,466	29,036	29,616	30,209	30,813	31,429	32,058	32,699	33,353	34,020	34,700	35,394	36,102	36,824	37,561	2.00%	
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
3	24,500	24,990	25,490	26,000	26,520	27,050	27,591	28,143	28,706	29,280	29,866	30,463	31,072	31,694	32,327	32,974	33,634	34,306	34,992	35,692	36,406	37,134	37,877	38,634	39,407	2.00%	
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
4	25,276	25,781	26,297	26,823	27,359	27,907	28,465	29,034	29,615	30,207	30,811	31,427	32,056	32,697	33,351	34,018	34,698	35,392	36,100	36,822	37,558	38,310	39,076	39,857	40,655	2.00%	
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
5	26,095	26,617	27,150	27,693	28,246	28,811	29,388	29,975	30,575	31,186	31,810	32,446	33,095	33,757	34,432	35,121	35,823	36,540	37,271	38,016	38,776	39,552	40,343	41,150	41,973	2.00%	
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
6	27,109	27,652	28,205	28,769	29,344	29,931	30,530	31,140	31,763	32,398	33,046	33,707	34,381	35,069	35,770	36,486	37,215	37,960	38,719	39,493	40,283	41,089	41,910	42,749	43,604	2.00%	
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
7	28,177	28,740	29,315	29,901	30,499	31,109	31,731	32,366	33,013	33,674	34,347	35,034	35,735	36,449	37,178	37,922	38,680	39,454	40,243	41,048	41,869	42,706	43,560	44,432	45,320	2.00%	
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
8	29,275	29,861	30,458	31,067	31,689	32,322	32,969	33,628	34,301	34,987	35,687	36,400	37,128	37,871	38,628	39,401	40,189	40,993	41,813	42,649	43,502	44,372	45,259	46,164	47,088	2.00%	
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
9	30,585	31,197	31,821	32,457	33,106	33,768	34,444	35,133	35,835	36,552	37,283	38,029	38,789	39,565	40,356	41,164	41,987	42,827	43,683	44,557	45,448	46,357	47,284	48,230	49,194	2.00%	
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
10	30,837	31,454	32,083	32,724	33,379	34,046	34,727	35,422	36,130	36,853	37,590	38,342	39,109	39,891	40,689	41,502	42,332	43,179	44,043	44,923	45,822	46,738	47,673	48,627	49,599	2.00%	
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
11	34,480	35,170	35,873	36,591	37,323	38,069	38,830	39,607	40,399	41,207	42,031	42,872	43,729	44,604	45,496	46,406	47,334	48,281	49,246	50,231	51,236	52,261	53,306	54,372	55,460	2.00%	
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
12	35,507	36,217	36,941	37,680	38,434	39,202	39,986	40,786	41,602	42,434	43,282	44,148	45,031	45,932	46,850	47,787	48,743	49,718	50,712	51,726	52,761	53,816	54,893	55,990	57,110	2.00%	
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
13	40,845	41,661	42,495	43,345	44,211	45,096	45,998	46,918	47,856	48,813	49,789	50,785	51,801	52,837	53,894	54,971	56,071	57,192	58,336	59,503	60,693	61,907	63,145	64,408	65,696	2.00%	
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
2.00% Grid Average																											

UAW Clerical/Technical Salary Grid for FY2015

Increase 0.00%

Grade	Step	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Grade Average
1	23,818	24,295	24,780	25,276	25,782	26,297	26,823	27,360	27,907	28,465	29,034	29,615	30,207	30,811	31,428	32,056	32,697	33,351	34,018	34,699	35,393	36,100	36,822	37,559	38,310	2.00%	
	23,819	24,296	24,782	25,277	25,783	26,298	26,824	27,361	27,908	28,466	29,036	29,616	30,209	30,813	31,429	32,058	32,699	33,353	34,020	34,700	35,394	36,102	36,824	37,561	38,312	2.00%	
3	24,990	25,490	26,000	26,520	27,050	27,591	28,143	28,706	29,280	29,866	30,463	31,072	31,694	32,327	32,974	33,634	34,306	34,992	35,692	36,406	37,134	37,877	38,634	39,407	40,195	2.00%	
	24,991	25,491	26,001	26,521	27,051	27,592	28,144	28,707	29,281	29,867	30,464	31,073	31,695	32,328	32,975	33,635	34,307	35,003	35,703	36,417	37,145	37,888	38,645	39,418	40,206	2.00%	
4	25,781	26,297	26,823	27,359	27,907	28,465	29,034	29,615	30,207	30,811	31,427	32,056	32,697	33,351	34,018	34,698	35,392	36,100	36,822	37,558	38,310	39,076	39,857	40,655	41,468	2.00%	
	25,782	26,298	26,824	27,360	27,908	28,466	29,035	29,616	30,208	30,812	31,428	32,057	32,698	33,352	34,019	34,699	35,393	36,101	36,823	37,559	38,311	39,077	39,858	40,656	41,469	2.00%	
5	26,617	27,150	27,693	28,246	28,811	29,388	29,975	30,575	31,186	31,810	32,446	33,095	33,757	34,432	35,121	35,823	36,540	37,271	38,016	38,776	39,552	40,343	41,150	41,973	42,812	2.00%	
	26,618	27,151	27,694	28,247	28,812	29,389	29,976	30,576	31,187	31,811	32,447	33,096	33,758	34,433	35,122	35,824	36,541	37,272	38,017	38,777	39,553	40,344	41,151	41,974	42,813	2.00%	
6	27,652	28,205	28,769	29,344	29,931	30,530	31,140	31,763	32,398	33,046	33,707	34,381	35,069	35,770	36,486	37,215	37,960	38,719	39,493	40,283	41,089	41,910	42,749	43,604	44,476	2.00%	
	27,653	28,206	28,770	29,345	29,932	30,531	31,141	31,764	32,399	33,047	33,708	34,382	35,070	35,771	36,487	37,216	37,961	38,720	39,494	40,284	41,090	41,911	42,750	43,605	44,477	2.00%	
7	28,740	29,315	29,901	30,499	31,109	31,731	32,366	33,013	33,674	34,347	35,034	35,735	36,449	37,178	37,922	38,680	39,454	40,243	41,048	41,869	42,705	43,560	44,432	45,320	46,227	2.00%	
	28,741	29,316	29,902	30,500	31,110	31,732	32,367	33,014	33,675	34,348	35,035	35,736	36,450	37,179	37,923	38,681	39,455	40,244	41,049	41,870	42,706	43,561	44,433	45,321	46,228	2.00%	
8	29,861	30,458	31,067	31,689	32,322	32,969	33,628	34,301	34,987	35,687	36,400	37,128	37,871	38,628	39,401	40,189	40,993	41,813	42,649	43,502	44,372	45,259	46,164	47,088	48,029	2.00%	
	29,862	30,459	31,068	31,690	32,323	32,970	33,629	34,302	34,988	35,688	36,401	37,129	37,872	38,629	39,402	40,190	40,994	41,814	42,650	43,503	44,373	45,260	46,165	47,089	48,030	2.00%	
9	31,197	31,821	32,457	33,106	33,768	34,444	35,133	35,835	36,552	37,283	38,029	38,789	39,565	40,356	41,164	41,987	42,827	43,683	44,557	45,448	46,357	47,284	48,230	49,194	50,178	2.00%	
	31,198	31,822	32,458	33,107	33,769	34,445	35,134	35,836	36,553	37,284	38,030	38,790	39,566	40,357	41,165	41,988	42,828	43,684	44,558	45,449	46,358	47,285	48,231	49,195	50,179	2.00%	
10	31,454	32,083	32,724	33,379	34,046	34,727	35,422	36,130	36,853	37,590	38,342	39,109	39,891	40,689	41,502	42,332	43,179	44,043	44,923	45,822	46,738	47,673	48,627	49,599	50,591	2.00%	
	31,455	32,084	32,725	33,380	34,047	34,728	35,423	36,131	36,854	37,591	38,343	39,110	39,892	40,690	41,503	42,333	43,180	44,044	44,924	45,823	46,739	47,674	48,628	49,600	50,592	2.00%	
11	35,170	35,873	36,591	37,323	38,069	38,830	39,607	40,399	41,207	42,031	42,872	43,729	44,604	45,496	46,406	47,334	48,281	49,246	50,231	51,236	52,261	53,306	54,372	55,460	56,569	2.00%	
	35,171	35,874	36,592	37,324	38,070	38,831	39,608	40,400	41,208	42,032	42,873	43,730	44,605	45,507	46,417	47,345	48,292	49,257	50,242	51,247	52,272	53,317	54,383	55,471	56,580	2.00%	
12	36,217	36,941	37,680	38,434	39,202	39,986	40,786	41,602	42,434	43,282	44,148	45,031	45,932	46,850	47,787	48,743	49,718	50,712	51,726	52,761	53,816	54,893	55,990	57,110	58,257	2.00%	
	36,218	36,942	37,681	38,435	39,203	39,987	40,787	41,603	42,435	43,283	44,149	45,032	45,933	46,851	47,788	48,744	49,719	50,713	51,727	52,762	53,817	54,894	55,991	57,111	58,258	2.00%	
13	41,661	42,495	43,345	44,211	45,096	45,998	46,918	47,856	48,813	49,789	50,785	51,801	52,837	53,894	54,971	56,071	57,192	58,336	59,503	60,693	61,907	63,145	64,408	65,696	67,010	2.00%	
	41,662	42,496	43,346	44,212	45,097	45,999	46,919	47,857	48,814	49,790	50,786	51,802	52,838	53,895	54,972	56,072	57,193	58,337	59,504	60,694	61,908	63,146	64,409	65,697	67,011	2.00%	
																										2.00% Grid Average	

UAW Clerical/Technical Salary Grid for FY2016

Increase 0.00%

Grade	Step	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	Grade Average
1	24,295	24,780	25,276	25,782	26,297	26,823	27,360	27,907	28,465	29,034	29,615	30,207	30,811	31,428	32,056	32,697	33,351	34,018	34,699	35,393	36,100	36,822	37,559	38,310	39,076	2.00%	
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
2	24,296	24,782	25,277	25,783	26,298	26,824	27,361	27,908	28,466	29,036	29,616	30,209	30,813	31,429	32,058	32,699	33,353	34,020	34,700	35,394	36,102	36,824	37,561	38,312	39,078	2.00%	
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
3	25,490	26,000	26,520	27,050	27,591	28,143	28,706	29,280	29,866	30,463	31,072	31,694	32,327	32,974	33,634	34,306	34,992	35,692	36,406	37,134	37,877	38,634	39,407	40,195	40,999	2.00%	
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
4	26,297	26,823	27,359	27,907	28,465	29,034	29,615	30,207	30,811	31,427	32,056	32,697	33,351	34,018	34,698	35,392	36,100	36,822	37,558	38,310	39,076	39,857	40,655	41,468	42,297	2.00%	
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
5	27,150	27,693	28,246	28,811	29,388	29,975	30,575	31,186	31,810	32,446	33,095	33,757	34,432	35,121	35,823	36,540	37,271	38,016	38,776	39,552	40,343	41,150	41,973	42,812	43,668	2.00%	
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
6	28,205	28,769	29,344	29,931	30,530	31,140	31,763	32,398	33,046	33,707	34,381	35,069	35,770	36,486	37,215	37,960	38,719	39,493	40,283	41,089	41,910	42,749	43,604	44,476	45,365	2.00%	
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
7	29,315	29,901	30,499	31,109	31,731	32,366	33,013	33,674	34,347	35,034	35,735	36,449	37,178	37,922	38,680	39,454	40,243	41,048	41,869	42,706	43,560	44,432	45,320	46,227	47,151	2.00%	
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
8	30,458	31,067	31,689	32,322	32,969	33,628	34,301	34,987	35,687	36,400	37,128	37,871	38,628	39,401	40,189	40,993	41,813	42,649	43,502	44,372	45,259	46,164	47,088	48,029	48,990	2.00%	
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
9	31,821	32,457	33,106	33,768	34,444	35,133	35,835	36,552	37,283	38,029	38,789	39,565	40,356	41,164	41,987	42,827	43,683	44,557	45,448	46,357	47,284	48,230	49,194	50,178	51,182	2.00%	
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
10	32,083	32,724	33,379	34,046	34,727	35,422	36,130	36,853	37,590	38,342	39,109	39,891	40,689	41,502	42,332	43,179	44,043	44,923	45,822	46,738	47,673	48,627	49,599	50,591	51,603	2.00%	
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
11	35,873	36,591	37,323	38,069	38,830	39,607	40,399	41,207	42,031	42,872	43,729	44,604	45,496	46,406	47,334	48,281	49,246	50,231	51,236	52,261	53,306	54,372	55,460	56,569	57,700	2.00%	
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
12	36,941	37,680	38,434	39,202	39,986	40,786	41,602	42,434	43,282	44,148	45,031	45,932	46,850	47,787	48,743	49,718	50,712	51,726	52,761	53,816	54,893	55,990	57,110	58,257	59,417	2.00%	
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
13	42,495	43,345	44,211	45,096	45,998	46,918	47,856	48,813	49,789	50,785	51,801	52,837	53,894	54,971	56,071	57,192	58,336	59,503	60,693	61,907	63,145	64,408	65,696	67,010	68,350	2.00%	
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
																										2.00% Grid Average	

UAW Clerical/Technical Salary Grid for FY2017

Increase 0.00%

Step	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Grade Average
1	24,780	25,276	25,782	26,297	26,823	27,360	27,907	28,465	29,034	29,615	30,207	30,811	31,428	32,056	32,697	33,351	34,018	34,699	35,393	36,100	36,822	37,559	38,310	39,076	39,858	2.00%
2	24,782	25,277	25,783	26,298	26,824	27,361	27,908	28,466	29,036	29,616	30,209	30,813	31,429	32,058	32,699	33,353	34,020	34,700	35,394	36,102	36,824	37,561	38,312	39,078	39,860	2.00%
3	26,000	26,520	27,050	27,591	28,143	28,706	29,280	29,866	30,463	31,072	31,694	32,327	32,974	33,634	34,306	34,992	35,692	36,406	37,134	37,877	38,634	39,407	40,195	40,999	41,819	2.00%
4	26,823	27,359	27,907	28,465	29,034	29,615	30,207	30,811	31,427	32,056	32,697	33,351	34,018	34,698	35,392	36,100	36,822	37,558	38,310	39,076	39,857	40,655	41,468	42,297	43,143	2.00%
5	27,693	28,246	28,811	29,388	29,975	30,575	31,186	31,810	32,446	33,095	33,757	34,432	35,121	35,823	36,540	37,271	38,016	38,776	39,552	40,343	41,150	41,973	42,812	43,668	44,542	2.00%
6	28,769	29,344	29,931	30,530	31,140	31,763	32,398	33,046	33,707	34,381	35,069	35,770	36,486	37,215	37,960	38,719	39,493	40,283	41,089	41,910	42,749	43,604	44,476	45,365	46,273	2.00%
7	29,901	30,499	31,109	31,731	32,366	33,013	33,674	34,347	35,034	35,735	36,449	37,178	37,922	38,680	39,454	40,243	41,048	41,869	42,706	43,560	44,432	45,320	46,227	47,151	48,094	2.00%
8	31,067	31,689	32,322	32,969	33,628	34,301	34,987	35,687	36,400	37,128	37,871	38,628	39,401	40,189	40,993	41,813	42,649	43,502	44,372	45,259	46,164	47,088	48,029	48,990	49,970	2.00%
9	32,457	33,106	33,768	34,444	35,133	35,835	36,552	37,283	38,029	38,789	39,565	40,356	41,164	41,987	42,827	43,683	44,557	45,448	46,357	47,284	48,230	49,194	50,178	51,182	52,205	2.00%
10	32,724	33,379	34,046	34,727	35,422	36,130	36,853	37,590	38,342	39,109	39,891	40,689	41,502	42,332	43,179	44,043	44,923	45,822	46,738	47,673	48,627	49,599	50,591	51,603	52,635	2.00%
11	36,591	37,323	38,069	38,830	39,607	40,399	41,207	42,031	42,872	43,729	44,604	45,496	46,406	47,334	48,281	49,246	50,231	51,236	52,261	53,306	54,372	55,460	56,569	57,700	58,854	2.00%
12	37,680	38,434	39,202	39,986	40,786	41,602	42,434	43,282	44,148	45,031	45,932	46,850	47,787	48,743	49,718	50,712	51,726	52,761	53,816	54,893	55,990	57,110	58,252	59,417	60,606	2.00%
13	43,345	44,211	45,096	45,998	46,918	47,856	48,813	49,789	50,785	51,801	52,837	53,894	54,971	56,071	57,192	58,336	59,503	60,693	61,907	63,145	64,408	65,696	67,010	68,350	69,712	2.00%
																										Grid Average
																										2.00%

UAW Clerical/Technical Salary Grid for FY2017

Increase 0.75%

Step	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Grade Average
1	24,966	25,466	25,975	26,494	27,024	27,565	28,116	28,678	29,252	29,837	30,434	31,042	31,663	32,297	32,942	33,601	34,273	34,959	35,658	36,371	37,099	37,841	38,597	39,369	40,157	2.00%
2	24,967	25,467	25,976	26,496	27,026	27,566	28,117	28,680	29,253	29,838	30,435	31,044	31,665	32,298	32,944	33,603	34,275	34,960	35,660	36,373	37,100	37,842	38,599	39,371	40,158	2.00%
3	26,195	26,719	27,253	27,798	28,354	28,921	29,500	30,090	30,691	31,305	31,931	32,570	33,221	33,886	34,563	35,255	35,960	36,679	37,413	38,161	38,924	39,703	40,497	41,307	42,133	2.00%
4	27,024	27,565	28,116	28,678	29,252	29,837	30,433	31,042	31,663	32,296	32,942	33,601	34,273	34,958	35,658	36,371	37,098	37,840	38,597	39,369	40,156	40,959	41,779	42,614	43,466	2.00%
5	27,900	28,458	29,027	29,608	30,200	30,804	31,420	32,049	32,690	33,343	34,010	34,691	35,384	36,092	36,814	37,550	38,301	39,067	39,848	40,645	41,458	42,288	43,133	43,996	44,876	2.00%
6	28,984	29,564	30,155	30,758	31,374	32,001	32,641	33,294	33,960	34,639	35,332	36,038	36,759	37,494	38,244	39,009	39,789	40,585	41,397	42,225	43,069	43,931	44,809	45,705	46,620	2.00%
7	30,125	30,728	31,342	31,969	32,609	33,261	33,926	34,605	35,297	36,003	36,723	37,457	38,206	38,970	39,750	40,545	41,356	42,183	43,026	43,887	44,765	45,660	46,573	47,505	48,455	2.00%
8	31,300	31,926	32,565	33,216	33,880	34,558	35,249	35,954	36,673	37,407	38,155	38,918	39,696	40,490	41,300	42,126	42,969	43,828	44,705	45,599	46,511	47,441	48,390	49,357	50,345	2.00%
9	32,701	33,355	34,022	34,702	35,396	36,104	36,826	37,563	38,314	39,080	39,862	40,659	41,472	42,302	43,148	44,011	44,891	45,789	46,704	47,639	48,591	49,563	50,554	51,566	52,597	2.00%
10	32,970	33,629	34,302	34,988	35,687	36,401	37,129	37,872	38,629	39,402	40,190	40,994	41,814	42,650	43,503	44,373	45,260	46,166	47,089	48,031	48,991	49,971	50,970	51,990	53,030	2.00%
11	36,865	37,603	38,355	39,122	39,904	40,702	41,516	42,347	43,194	44,057	44,939	45,837	46,754	47,689	48,643	49,616	50,608	51,620	52,653	53,706	54,780	55,875	56,993	58,133	59,295	2.00%
12	37,963	38,722	39,496	40,286	41,092	41,914	42,752	43,607	44,479	45,369	46,276	47,202	48,146	49,109	50,091	51,093	52,114	53,157	54,220	55,304	56,410	57,539	58,689	59,863	61,060	2.00%
13	43,670	44,543	45,434	46,343	47,269	48,215	49,179	50,163	51,166	52,189	53,233	54,298	55,384	56,491	57,621	58,774	59,949	61,148	62,371	63,618	64,891	66,189	67,512	68,863	70,240	2.00%
																										Grid Average
																										2.00%

UAW Clerical/Technical Salary Grid for FY2015

Increase 0.75%

Grade	Step	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Grade Average
1	23,947	24,377	24,814	25,258	25,711	26,171	26,641	27,117	27,604	28,098	28,602	29,115	29,636	30,229	30,833	31,451	32,078	32,720	33,375	34,042	34,724	35,417	36,126	36,848	37,585	2.00%	
2	23,948	24,378	24,815	25,259	25,712	26,173	26,642	27,118	27,605	28,099	28,603	29,116	29,637	30,230	30,834	31,452	32,079	32,722	33,376	34,043	34,725	35,419	36,128	36,850	37,587	1.90%	
3	25,153	25,632	26,121	26,619	27,125	27,641	28,169	28,705	29,253	29,809	30,377	30,956	31,547	32,147	32,757	33,377	34,007	34,647	35,296	35,954	36,622	37,300	37,988	38,686	39,394	1.90%	
4	25,964	26,474	26,992	27,521	28,060	28,609	29,170	29,744	30,322	30,904	31,491	32,083	32,680	33,282	33,889	34,501	35,118	35,740	36,367	36,999	37,636	38,278	38,925	39,577	40,234	1.95%	
5	26,820	27,359	27,908	28,470	29,043	29,627	30,222	30,828	31,445	32,072	32,700	33,338	33,986	34,644	35,312	35,990	36,668	37,356	38,054	38,762	39,480	40,208	40,936	41,674	42,422	1.98%	
6	27,877	28,452	29,039	29,640	30,253	30,878	31,515	32,164	32,824	33,494	34,174	34,864	35,564	36,274	36,994	37,724	38,464	39,214	39,974	40,744	41,524	42,314	43,114	43,924	44,744	2.01%	
7	29,004	29,636	30,279	30,938	31,611	32,298	33,000	33,719	34,451	35,202	35,968	36,749	37,544	38,354	39,179	40,019	40,874	41,744	42,624	43,519	44,429	45,354	46,294	47,249	48,219	2.03%	
8	30,187	30,892	31,614	32,355	33,110	33,885	34,678	35,489	36,320	37,169	38,038	38,928	39,839	40,762	41,699	42,650	43,615	44,594	45,586	46,591	47,609	48,640	49,684	50,741	51,811	2.09%	
9	31,587	32,377	33,188	34,018	34,871	35,745	36,639	37,558	38,497	39,461	40,449	41,463	42,501	43,554	44,622	45,704	46,800	47,911	49,036	50,176	51,331	52,501	53,686	54,886	56,099	2.17%	
10	31,881	32,716	33,572	34,451	35,354	36,279	37,231	38,204	39,205	40,231	41,285	42,365	43,474	44,599	45,749	46,924	48,124	49,349	50,599	51,874	53,174	54,499	55,849	57,224	58,624	2.25%	
11	35,456	36,189	36,937	37,701	38,480	39,275	40,087	40,915	41,761	42,624	43,504	44,404	45,322	46,258	47,212	48,184	49,174	50,182	51,209	52,254	53,319	54,404	55,509	56,634	57,779	2.31%	
12	36,651	37,551	38,473	39,417	40,385	41,377	42,393	43,433	44,501	45,595	46,712	47,861	49,035	50,215	51,415	52,635	53,875	55,135	56,415	57,715	59,035	60,375	61,735	63,115	64,515	2.03%	
13	42,002	42,869	43,756	44,660	45,584	46,527	47,488	48,470	49,471	50,495	51,538	52,603	53,690	54,799	55,929	57,079	58,249	59,439	60,649	61,879	63,129	64,409	65,709	67,029	68,369	2.23%	
		2.06%	2.07%	2.07%	2.07%	2.07%	2.06%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.08%	2.08%	2.08%	2.08%	2.08%	2.08%	2.08%	2.08%	2.08%	2.08%	2.03%	Grid Average

Grid Average

UAW Clerical/Technical Salary Grid for FY2016

Increase 0.00%

Grade	Step	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	Grade Average
1	24,377	24,814	25,238	25,711	26,171	26,641	27,117	27,604	28,098	28,602	29,115	29,636	30,229	30,833	31,451	32,078	32,720	33,375	34,042	34,724	35,417	36,126	36,848	37,585	38,337	1.90%	
	2	24,378	24,815	25,259	25,712	26,173	26,642	27,118	27,605	28,099	28,603	29,116	29,637	30,230	30,834	31,452	32,079	32,722	33,376	34,043	34,725	35,419	36,128	36,850	37,587		38,339
3	25,632	26,121	26,619	27,125	27,641	28,169	28,705	29,253	29,809	30,377	30,956	31,547	32,147	32,757	33,377	34,007	34,647	35,296	35,954	36,622	37,300	37,988	38,686	39,394	40,112	1.90%	
	4	26,474	26,992	27,521	28,060	28,609	29,170	29,744	30,322	30,919	31,524	32,142	32,772	33,427	34,096	34,778	35,473	36,182	36,907	37,645	38,397	39,165	39,949	40,748	41,563		42,394
5	27,359	27,908	28,470	29,043	29,627	30,226	30,834	31,455	32,087	32,732	33,392	34,064	34,745	35,440	36,148	36,872	37,609	38,361	39,128	39,911	40,709	41,523	42,353	43,200	44,064	2.01%	
	6	28,452	29,039	29,640	30,253	30,878	31,515	32,167	32,832	33,510	34,203	34,909	35,632	36,343	37,070	37,813	38,570	39,340	40,127	40,930	41,749	42,584	43,435	44,304	45,190		46,094
7	29,636	30,279	30,938	31,611	32,298	33,000	33,719	34,451	35,202	35,968	36,748	37,549	38,300	39,065	39,847	40,645	41,456	42,285	43,131	43,993	44,873	45,771	46,686	47,620	48,572	2.03%	
	8	30,892	31,614	32,355	33,110	33,885	34,678	35,489	36,320	37,169	38,038	38,928	39,839	40,762	41,699	42,650	43,615	44,594	45,586	46,591	47,611	48,654	49,735	50,826	51,936		
9	32,377	33,188	34,018	34,871	35,745	36,639	37,558	38,497	39,461	40,449	41,463	42,501	43,554	44,622	45,704	46,800	47,911	49,036	50,176	51,331	52,501	53,686	54,886	56,099	57,329	2.16%	
	10	32,716	33,572	34,451	35,354	36,279	37,231	38,204	39,205	40,231	41,285	42,365	43,474	44,599	45,749	46,924	48,124	49,349	50,599	51,874	53,174	54,499	55,849	57,224	58,624		
11	36,189	36,937	37,701	38,480	39,275	40,087	40,915	41,761	42,624	43,504	44,404	45,322	46,258	47,212	48,184	49,174	50,182	51,209	52,254	53,319	54,404	55,509	56,634	57,779	58,944	2.23%	
	12	37,551	38,473	39,417	40,385	41,377	42,393	43,433	44,501	45,595	46,712	47,861	49,035	50,215	51,415	52,635	53,875	55,135	56,415	57,715	59,035	60,375	61,735	63,115	64,515		
13	42,869	43,756	44,660	45,584	46,527	47,488	48,470	49,471	50,495	51,538	52,603	53,690	54,799	55,929	57,079	58,249	59,439	60,649	61,879	63,129	64,409	65,709	67,029	68,369	69,729	2.21%	
																										2.03%	
																										2.08%	

Grid Average

UAW Clerical/Technical Salary Grid for FY2017

Increase 0.00%

Grade	Step	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Grade Average
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1	24,814	25,258	25,711	26,171	26,641	27,117	27,604	28,098	28,602	29,115	29,636	30,229	30,833	31,451	32,078	32,720	33,375	34,042	34,724	35,417	36,126	36,848	37,585	38,337	39,104	2.00%
2	24,815	25,259	25,712	26,173	26,642	27,118	27,605	28,099	28,603	29,116	29,637	30,230	30,834	31,452	32,079	32,722	33,376	34,043	34,725	35,419	36,128	36,850	37,587	38,339	39,106	2.00%
3	26,121	26,619	27,125	27,641	28,169	28,705	29,253	29,809	30,377	30,956	31,547	32,177	32,821	33,477	34,145	34,829	35,526	36,237	36,962	37,701	38,455	39,224	40,008	40,808	41,625	2.00%
4	26,992	27,521	28,060	28,609	29,170	29,741	30,325	30,919	31,524	32,142	32,772	33,427	34,096	34,778	35,473	36,182	36,907	37,645	38,397	39,165	39,949	40,748	41,563	42,394	43,242	2.00%
5	27,008	28,470	29,043	29,629	30,226	30,834	31,455	32,087	32,732	33,392	34,064	34,745	35,440	36,148	36,872	37,609	38,361	39,128	39,911	40,709	41,523	42,353	43,200	44,064	44,946	2.00%
6	29,039	29,640	30,253	30,878	31,515	32,167	32,832	33,510	34,203	34,909	35,632	36,343	37,070	37,813	38,570	39,340	40,127	40,930	41,749	42,584	43,435	44,304	45,190	46,094	47,016	2.00%
7	30,279	30,938	31,611	32,298	33,000	33,719	34,451	35,202	35,968	36,748	37,549	38,300	39,065	39,847	40,645	41,456	42,285	43,131	43,993	44,873	45,771	46,686	47,620	48,572	49,544	2.00%
8	31,614	32,355	33,110	33,885	34,678	35,489	36,320	37,169	38,038	38,928	39,839	40,635	41,447	42,278	43,124	43,985	44,865	45,763	46,678	47,611	48,564	49,535	50,526	51,536	52,567	2.00%
9	33,188	34,018	34,871	35,745	36,639	37,558	38,497	39,461	40,449	41,463	42,501	43,352	44,219	45,102	46,004	46,924	47,863	48,821	49,797	50,793	51,808	52,845	53,901	54,980	56,079	2.00%
10	33,572	34,451	35,354	36,279	37,231	38,204	39,205	40,231	41,285	42,365	43,474	44,346	45,231	46,136	47,059	48,001	48,961	49,940	50,939	51,958	52,998	54,058	55,139	56,242	57,366	2.00%
11	36,937	37,701	38,480	39,275	40,087	40,915	41,761	42,624	43,505	44,404	45,322	46,228	47,154	48,097	49,058	50,039	51,040	52,062	53,103	54,165	55,248	56,353	57,480	58,629	59,802	2.00%
12	38,473	39,417	40,385	41,377	42,393	43,433	44,501	45,595	46,712	47,861	49,035	50,016	51,015	52,036	53,078	54,139	55,222	56,327	57,453	58,602	59,774	60,970	62,189	63,433	64,702	2.00%
13	43,756	44,660	45,584	46,527	47,488	48,470	49,471	50,495	51,538	52,603	53,690	54,763	55,859	56,978	58,117	59,279	60,465	61,672	62,908	64,166	65,449	66,758	68,093	69,455	70,844	2.00%

2.06% Grid Average

UAW Clerical/Technical Salary Grid for FY2017

Increase 0.75%

Grade	Step	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Grade Average
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1	25,000	25,448	25,904	26,368	26,840	27,320	27,811	28,309	28,817	29,333	29,858	30,456	31,064	31,686	32,319	32,965	33,625	34,297	34,984	35,683	36,397	37,124	37,867	38,624	39,397	2.00%
2	25,001	25,449	25,905	26,369	26,841	27,321	27,812	28,310	28,818	29,334	29,860	30,457	31,065	31,687	32,320	32,967	33,626	34,298	34,985	35,685	36,399	37,127	37,869	38,627	39,399	2.00%
3	26,317	26,819	27,328	27,849	28,381	28,921	29,472	30,033	30,605	31,188	31,784	32,419	33,067	33,728	34,401	35,090	35,792	36,509	37,239	37,983	38,743	39,518	40,308	41,114	41,937	2.00%
4	27,194	27,727	28,270	28,824	29,389	29,964	30,552	31,150	31,760	32,383	33,018	33,677	34,351	35,039	35,739	36,454	37,184	37,927	38,685	39,459	40,248	41,053	41,874	42,712	43,566	2.00%
5	28,118	28,684	29,261	29,851	30,453	31,065	31,691	32,327	32,977	33,642	34,319	35,006	35,706	36,419	37,148	37,891	38,649	39,422	40,210	41,014	41,834	42,671	43,524	44,395	45,283	2.00%
6	29,257	29,863	30,480	31,110	31,752	32,408	33,078	33,762	34,459	35,171	35,899	36,616	37,348	38,097	38,859	39,635	40,428	41,237	42,062	42,903	43,761	44,636	45,529	46,440	47,369	2.00%
7	30,507	31,170	31,848	32,540	33,247	33,972	34,710	35,466	36,238	37,024	37,831	38,587	39,358	40,146	40,950	41,767	42,602	43,455	44,323	45,210	46,114	47,036	47,977	48,937	49,915	2.00%
8	31,852	32,597	33,359	34,140	34,938	35,756	36,593	37,447	38,323	39,220	40,137	40,940	41,758	42,595	43,447	44,315	45,202	46,106	47,028	47,968	48,928	49,905	50,904	51,923	52,961	2.00%
9	33,436	34,274	35,132	36,013	36,914	37,840	38,786	39,757	40,752	41,774	42,820	43,677	44,550	45,440	46,349	47,276	48,222	49,187	50,170	51,174	52,197	53,241	54,306	55,392	56,500	2.00%
10	33,824	34,710	35,620	36,551	37,510	38,490	39,499	40,533	41,595	42,683	43,801	44,678	45,570	46,482	47,412	48,361	49,328	50,315	51,321	52,348	53,395	54,463	55,552	56,663	57,797	2.00%
11	37,214	37,983	38,769	39,569	40,388	41,222	42,074	42,944	43,832	44,737	45,662	46,575	47,507	48,458	49,426	50,414	51,423	52,452	53,501	54,571	55,662	56,775	57,911	59,069	60,251	2.00%
12	38,761	39,713	40,688	41,687	42,711	43,759	44,835	45,937	47,063	48,220	49,403	50,391	51,398	52,426	53,476	54,545	55,636	56,750	57,884	59,042	60,223	61,427	62,656	63,909	65,187	2.00%
13	44,084	44,995	45,925	46,876	47,844	48,834	49,842	50,873	51,927	52,997	54,093	55,174	56,278	57,405	58,553	59,723	60,919	62,135	63,380	64,647	65,940	67,259	68,604	69,976	71,376	2.00%

2.06% Grid Average

8/22/2014

APPENDIX E
UAW Clerical/Technical Unit Positions
Grade Assignments

<u>Position</u>	<u>Grade</u>
Custodian I	2
Maintenance Specialist	4
Clerk, Vital Records	6
Motor Vehicle Registration Clerk I	6
Licensed Scale Operator	6
Permit Technician I	6
Assessing Admin Specialist I/CSR	7
Transit Utility Service Worker	7
Parking Maintenance	7
Resource Coordinator	8
Motor Vehicle Registration Clerk II	8
Administrative Assistant I	8
Permit Technician II	8
Motor Vehicle Coordinator	8
Purchasing Agent I	8
Assessing Admin Specialist II/CSR	9
Storekeeper PWD	9
Web Designer	9
Accounts Payable Coordinator	9
Administrative Assistant II	9
Department Coordinator	9
Department Coordinator, Assessing	9
Collections Specialist II	9
Permit Technician III	9
PV/MVR Coordinator	9
Revenue Accounts Specialist	10
Operations Coordinator, Street	10
DPW Collections Specialist III	10
Administrative Assistant III	10
Printing Technician/Mail Distribution	10
Transit Mechanic	10
Transit Operations Coordinator	10
Intake Specialist/Program Asst/Healthy Homes Coord	10
CSO Technician/Inspector	11
Survey Technician	12
Code Enforcement Officer II	12
Code Enforcement Officer, LP & HH	12
Engineering Inspector	12

Street Construction/Repair & Permit Coordinator	12
Foreman, Labor, Parks	12
Fleet Maintenance Foreman	12
Foreman, Maintenance WWTP	13
Foreman, Operations WWTP	13
Collection System Foreman	13
Building and Utilities Inspector	13
Solid Waste Foreman	13
Street Foreman	13

The positions listed below are inactive:

Clerk Typist II	5
Coordinator, TVB	7
Engineering Designer/Inspector	12

Any new title classified within grades 2 – 13 will not require a reopening of the contract or further negotiation.